

The Washington Nurse

A publication of the WASHINGTON STATE NURSES ASSOCIATION

VOLUME 53, NO. 3 FALL 2023



**INSIDE: JUSTIN GILL WSNA'S FIRST MALE PRESIDENT BEHIND PTSD BILL
MEET YOUR 2023-2025 WSNA TEAM OREGON PASSES STAFFING RATIO LAW
LICENSURE CHANGES WSNA AWARDS SPOTLIGHT INSPIRING NURSES
NEWS BRIEFS Q&A WITH WABON'S ALISON BRADYWOOD ...AND MORE!**



How nurses fought and won at Good Samaritan Hospital in Puyallup

THE GOOD FIGHT AT GOOD SAM

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IN FOCUS

*From the desk of
the president*

NURSES MUST AMPLIFY THEIR VOICES

I AM CONSTANTLY REMINDED OF THE ESSENTIAL ROLE THAT nurses play in our communities.

I often hear references to the statistic that nursing represents the largest and most trusted healthcare profession. While our numbers and public trust are considerable, I feel that the perception of what nurses truly do is underrepresented in the public arena.

The COVID pandemic reminded us of how heavily our functioning society relies on the training, recruitment, and retention of nurses. But I am concerned that this reminder may fade quickly as we continue to move forward.

In my job as an advanced practice nurse in an urgent care setting, I see patients who come from various socioeconomic backgrounds, and many do not have adequate access to primary care or community resources.

While the pandemic exacerbated some of these deficiencies, these issues existed long before the pandemic. Many of us can understand why these problems are happening: lack of staffing in hospitals and health systems, inadequate health coverage, and a system that focuses on costly illness-related care instead of on wellness and health promotion, among others.

In my day job, I see how many nurses may feel burnt out and apathetic about the future of healthcare. I would challenge all of us to focus instead on how we can use our collective strength and passion to make a positive change in our institutions.

Our profession is positioned to cut through the noise and remedy these problems. As nurses, we need to acknowledge the trust and legitimacy we bring to these discussions. Our advocacy efforts for our patients and communities should not end when we clock out.

We need nurses to move the needle toward better health for all. Now is the time for our profession to amplify our voice at every level.

A handwritten signature in black ink that reads "Justin Gill". The signature is fluid and cursive.

Justin Gill, DNP, RN, ARNP
WSNA President

“Our advocacy efforts for our patients and communities should not end when we clock out.”

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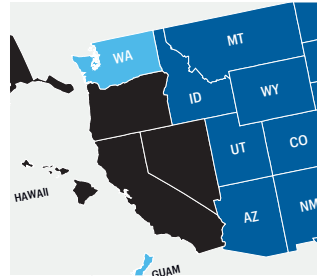


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The Washington Nurse

VOLUME 53, ISSUE 3 • FALL 2023

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The Washington Nurse (ISSN# 0734-5666) is published by the Washington State Nurses Association and distributed as a benefit of membership to all WSNA members. A member subscription rate of \$10 per year is included in WSNA membership dues. The institutional subscription rate is \$30 per year (Canada/Mexico: US\$36 per year; foreign: US\$49 per year).

The information in this magazine is for the benefit of WSNA members. The Washington Nurse provides a forum for members of all specialties and interests to express their opinions. Opinions expressed in the magazine are the responsibility of the authors and do not necessarily reflect the opinions of the officers or membership of WSNA unless so stated.

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This magazine is printed on partially recycled paper using soy-based inks and is 100% recyclable. **Please consider recycling this copy when you are finished with it.**



The Washington Nurse is printed by Capitol City Press, an employee-owned, union printing company in Olympia.

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WSNA welcomes the submission of manuscripts and artwork. Please contact Bobbi Nodell at bnodell@wsna.org with submissions, article ideas, or further questions. It is not our policy to pay for articles or artwork.

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MEET JUSTIN GILL, WSNA PRESIDENT

Justin Gill, DNP, RN, ARNP is not only the first person of color and first male president in WSNA's 115-year history, but at 33 he is also one of the youngest. Gill currently works as an urgent care nurse practitioner at Providence Medical Group in Everett.



Where were you at age 5?

I was in Tracy, California. It's about an hour south of Sacramento, and an hour east of San Francisco. My mom worked for Comcast. My dad was a trucker. This is where I went to high school and started college at Joaquin Central College.

Where are your parents from?

My parents are from India. My dad grew up in England and my mom grew up in Canada.

What were you like in high school?

I was always told I was the mature adult in the room. I was very focused on setting myself up in the future. I wanted to go to college and law school ... then my outlook changed.

I like involving myself in clubs – Key Club (Kiwanis). I had a pretty good high school experience.

How did you get interested in politics?

After I graduated from high school, I had an internship with local congressman Jerry McNerney, a Democrat. McNerney was on Science, Space, and Technology; Armed Services; and Veterans Affairs, among other committees. This was in 2008, during the recession, and this internship was my introduction to the policy world. I was always interested in politics.

Why nursing?

I didn't see myself in a courtroom. I was soul searching on what I wanted to do. I wanted good job security and to expand and grow in

my career. I wanted to do something meaningful for life fulfillment. My sister was in nursing school at the time, so I could shadow different nurses. I made a decision early on to change to nursing. It had the leadership advocacy I wanted.

When did you move to Washington?

My family moved their trucking company to Blaine in 2009. I transferred to Whatcom Community College (WCC) and finished the nursing prerequisite program, then graduated from UW Bothell with a BSN in 2012.

But you kept going?

Yes, I received my master's in nursing with a family nurse practitioner focus from Georgetown University. I attended online from 2013-2015 and went to campus a couple times a year.

I became licensed as a nurse practitioner for a year and decided to get my doctorate at Yale in 2016. I attended the Executive Leadership Program online and traveled to campus about once every two months.



How did you first get involved in leadership?

Faculty members at WCC encouraged me to be more active. I was the president of my nursing student organization at WCC. During this time, I also served as vice president on the board of directors for Nursing Students of Washington State.

What is your favorite food?

Mexican food. It's the easiest kind of food for vegetarians.

What are some of your hobbies?

Family, friends, traveling, hiking. Hiking gives me a mental reset.

What are some lessons you live by?

My perspective on life is that success is demonstrated by solving problems not just getting through life. The ability to get through difficult decisions and do it in a way that is thoughtful is a good way to get through life.

People could use that approach to be more caring and understand different perspectives. We are growing more diverse and more interdependent on each other. We need to understand each other and work together, not divided.

How can nurses help in healing the divide?

The pandemic was a perfect reminder that nursing was cutting through the noise. Nurses' stories had nothing to do with politics; they had to do with human lives. Nursing can help heal a lot of problems in society. People respect us. We have

a really important role to play in the discourse around all aspects of healthcare – whether someone can buy healthy food or live in a safe neighborhood.

One of my biggest motivators is that nursing is the most trusted profession. What do we do with that trust to make changes?

What are your priorities as WSNA president?

To help rebuild our professional footprint in the state of Washington. The pandemic has gone out of public interest, but I feel it's important to invest in nurses and the infrastructure in healthcare so we can be ready for the next crisis.

COVID-19 was a wakeup call that we were unprepared. We were just getting by. We only have so many nurses, and it takes many things to ensure that nurses will stay in the job. I want to keep nurses in the spotlight, so that they are consulted when big policy decisions come up.

Why did you want to become president of WSNA?

My experience as a member of a WSNA collective bargaining unit, and later as a sustaining professional member, has strengthened my belief that WSNA should be at the table in all health policy discussions in Washington state. [WN](#)

SPOTLIGHT ON STAFFING

CROSSCUT TAKES ON NEW STAFFING LAW

CROSSCUT PUBLISHED AN IN-DEPTH STORY ON WASHINGTON'S NEW staffing law May 25, 2023, quoting nurses, hospital administrators, and WSNA's Executive Director David Keepnews.

"Keepnews said the new law lowers the bar for what the state can investigate and puts some more muscle into enforcement."

Crosscut also offered more detail on the law:

"Under the newly passed law, in addition to the staffing complaint process, hospitals will have to report to the state if they fall out of compliance with their staffing ratios 20% or more of the time. If that happens, hospitals must submit a "corrective action plan," which could include reducing hospital beds or services or delaying the addition of new services.

Hospitals also must start reporting missed meals and rest breaks quarterly to the state, and, starting in July 2026, if 20% or more are missed, a fine will be issued which starts at \$5,000 for smaller hospitals, according to the law. For the largest hospitals, that fine is \$20,000.

Under the previous law, DOH could only investigate cases involving a pattern of staffing failures. The new law allows the state to investigate complaints submitted to hospital staffing committees that remain unresolved for more than 60 days.

The new law also incorporates new oversight from the state's Department of Labor & Industries, which will work with DOH to outline by summer 2024 how the agencies will balance inspection and enforcement responsibilities. Sen. June Robinson, D-Everett, a main sponsor of the bill, said L&I has a long-established role in enforcing safe working conditions."

<https://bit.ly/CrosscutStaffingLaw>



Documentary **Americonned** now streaming

Americonned, a powerful documentary that delves into the destabilizing effects of income inequality in America, was shown to delegates at the Washington State Labor Convention in July.

The film explores the historic roots of inequality in the United States and how economic policies have consolidated wealth and eroded the middle class.

The film features April Sims, the president of the Washington State Labor Council, and highlights the inspiring efforts of Chris Smalls and Derrick Palmer, who led a movement to unionize Amazon workers for the first time.

With millions of American jobs at risk of being lost to automation and artificial intelligence, the film reveals the urgent need to restore the path to the once-great middle class.

The film is directed Sean Claffey, whose parents emigrated from Ireland, and rose to middle class in the United States under the New Deal.

The film was released in theaters on June 9, 2023, and began streaming on June 13, 2023. Read more about the labor convention on page 37.

Fundraising success for nursing scholarships

Our gala dinner and fundraising effort for the Washington State Nurses Foundation was a huge success, raising nearly \$22,000 at the WSNA Convention in May. Thank you to everyone who contributed to our lively auction, bought raffle tickets, and donated. We are so thrilled by the generosity and support for nursing students. Read about this year's scholarship winners in this issue. These students will inspire you with their vision of nursing and their mission of giving back to their communities.



Save the date

The WSNA Union Leadership Conference will be April 28-30, 2024, at Campbell's Resort in Chelan with the theme Champions of Change.

If you are interested in advocating for nurses and becoming more involved in your union, this conference is for you.

Join nurses from around the state as we convene to build stronger local units, become more effective leaders, learn more about the national and state labor scenes, celebrate our successes, and strategize for what's next.

<https://wsna.org/leadership>

Hall of Fame

WSNA is seeking nominations for nurses to be honored for the Washington State Nurses Hall of Fame – our Academy Awards in nursing. These nurses have changed the practice, research, educational opportunities, and governing policies of nursing in our state. Our profession would not be where it is without these inspiring pioneers, innovators, mentors, and friends. Nominations are due December 4.

<https://wsna.org/hof>

■ PeaceHealth makes cuts to palliative care

PeaceHealth in Whatcom County ended comprehensive outpatient palliative care on May 26, 2023, reducing staff to one nurse and one social worker for in-home care of seriously ill patients, according to Cascadia Daily News.

“This community, Whatcom County, has really been a leader in serious-illness and end-of-life care for the past decade, and I just feel like they cut us off at the knees,” Marie Eaton, whose title is community champion at the Palliative Care Institute at Western Washington University, told the paper.

According to the article, “Eaton and others, including retired PeaceHealth physician Meg Jacobson, who was board certified in palliative medicine, said PeaceHealth broke a promise when it decided to cut palliative care after convincing donors to give more than \$2 million to launch the program several years ago.” <https://bit.ly/CascadiaPalliative>

■ Biden’s proposal for nursing homes

The Biden Administration is proposing minimum staffing standards at nursing homes across the United States.

According to The Seattle Times (Sept. 5, 2023):

“Nursing homes will have to provide at least three hours of care to each resident per day, with a percentage from a certified nursing assistant and a smaller portion from a registered nurse, according to the Biden administration.

A nursing home with 100 residents, for example, would need at least two registered nurses on staff for each shift and 10 CNAs, also called nurse aides, per shift to meet the minimum. The requirements also include having a registered nurse on staff 24/7.

Washington’s staffing standards for nursing homes, on average, already exceed the proposed federal staffing minimums.” <https://bit.ly/NursingHomeRatios>



■ History from WSNA

On July 12, 1976, WSNA held the first nurses’ strike in the history of Washington state. The strike involved some 1,800 nurses from 15 Seattle hospitals and lasted 65 days, ending Sept. 17, 1976 – one of the longest nurses’ strikes in history. On Aug. 1, 1976, another 650 nurses represented by WSNA at Group Health Cooperative went on strike for 28 days.

The New York Times sent a reporter, Les Ledbetter, to cover the strike who said the strike was over four issues: salary, dismissal for cause, staffing decisions, and union membership.

“Striking nurses insist that they must have at least a 13 percent salary increase in the first year of the proposed three-year contract to make any gains against recent inflation. Nurses now average about \$1,000 a month.”

A three-year contract ended the strike, which gave nurses an 8-12% pay raise the first year and 6% pay raises each of the following two years.

According to The New York Times and other sources, the strike intersected with the feminist movement as many of the younger, and largely female, nurses wanted a greater say in patient management and how they are perceived in the workplace.

<https://bit.ly/NYTimes76strike>

■ How to have fun on Halloween

We picked three ideas for having fun on the job during Halloween from the Modern Nurse’s Top 10 list.

1. “In the OR, I started a below-the-knee costume contest years ago! What a morale boost for the OR. Great fun, even some of the surgeons participated.” – DONNA M.
2. “Family members bring children dressed in costumes and residents pass out candy from their ‘homes’ (they sit by their room doors). Some residents dress up as well. It’s fun to watch. The residents love seeing the kiddos.” – PATRICIA J.
3. “I work in labor and delivery. I make ghosts on a card out of the babies’ footprints and give them to the mummies and daddies!” – LINDA D.

<https://modernnurse.com/10-ways-nurses-bring-halloween-fun/>



Calendar

OCTOBER 2023

26 Washington State Nurses Foundation meeting

NOVEMBER 2023

10 Veterans Day observed — WSNA offices closed

14 Constituent Representative Council meeting

15 Occupational and Environmental Health and Safety meeting

23-24 Thanksgiving — WSNA offices closed

29 Legislative and Health Policy Council meeting

DECEMBER 2023

1 Labor Executive Council meeting

4 Community and Long Term Care Committee meeting

4 Deadline for 2024 Washington State Nurses Hall of Fame nominations

15 Board of Directors meeting

25-29 Winter holiday — WSNA offices closed

JANUARY 2024

1 New Year’s Day — WSNA offices closed

15 Martin Luther King Day — WSNA offices closed

24 Nurse Lobby Day — DoubleTree by Hilton Hotel Olympia

MARCH 2024

21 Washington State Nurses Hall of Fame Gala — Hilton Seattle Airport & Conference Center, SeaTac

APRIL 2024

28-30 Union Leadership Conference — Campbell’s Resort, Chelan

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1

2023 Washington State Nurses Convention inspires attendees

In-person event gets 90% approval rate; kudos on speakers, food, venue.

The 2023 Washington State Nurses Convention held May 17-19, 2023, at the Tacoma Convention Center, was everything a convention should be – organized, inspiring, welcoming, educational, and fun.

Keynote speaker Monica McLemore, PhD, MPH, RN, set the tone of empowerment by telling attendees: “Nursing is bigger than we ever thought it could be. Employers should not be dictating our vision of nursing.”

The feedback that we’ve received, including from survey responses, has been overwhelmingly positive – with about 90% saying they were satisfied or very satisfied. Members were happy to be together again at an in-person event.

We had more than 400 people in attendance.

“The highlight for me was when I was checking folks in at registration,” said WSNA staff member Annalise Zappone. “There was a sense of joy and gratitude at being able to see colleagues that our members may have only been able to meet with on Zoom for the past three years.”

Members said they felt chills when our awardees got up and spoke – see excerpts on the following pages. Attendees also loved the food and enjoyed the many vendors.

Memorable speakers

WSNA thanks WSNA President Lynnette Vehrs for welcoming the attendees and mediating our business sessions, WSNA’s Government Affairs Director Kathleen Weiss on the state legislative update, and all our wonderful speakers:

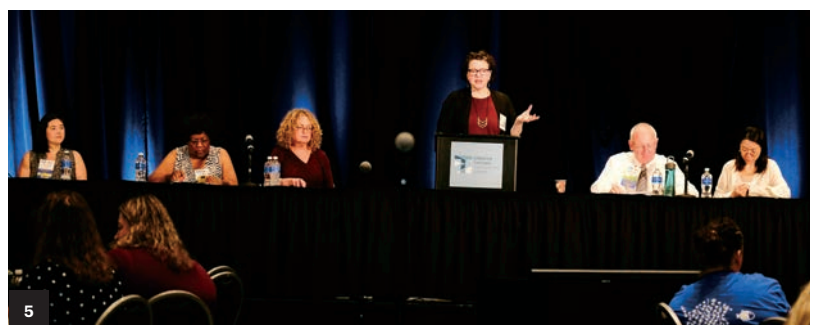
- **Diana J. Mason, PhD, RN, FAAN**, a senior policy service professor at the Center for Health Policy and Media Engagement at the George Washington University School of Nursing, delivered the keynote with Dr. McLemore on *Voice Matters: Transforming Health Care in a Post-COVID Era*.
- **Patti Timbers, MBA, RN**, a life coach, and director of informatics at Northwest Kidney Centers, spoke on *Reigniting Your Passion and Letting Go of What Doesn't Work*.
- **Albert Munanga, DrBH, MSN, RN, HC**, chief clinical officer for Serengeti Home Health based in Renton and clinical faculty at the University of Washington’s

Department of Biobehavioral Nursing and Health Informatics in the School of Nursing, spoke on *Acute Care Hospital to Long Term Care*.

- **Elsa Sjunneson**, an internationally published author on disability and ableism, delivered a keynote on *Ending Ableism Against Disabled People*.
- **Jennifer Flynn, CPHRM**, vice president of risk management for the Nurses Service Organization in the Healthcare Division, spoke on *Malpractice Insights: Top Registered Nurse Liability Concerns*.
- **Jennifer Magnani, MSW, LICSW**, the assistant program director for the Psychiatry Consultation Line run by the University of Washington Department of Psychiatry and Behavioral Services, spoke on *Psychiatric Patients: Pearls for the Bedside Nurse*.
- **Jennifer S. Mensik Kennedy, PhD, MBA, RN, NEA-BC, FAAN**, president of the American Nurses Association, delivered *ANA Legislative Update: Federal-level Progress on Nursing Safety*.
- **Kim Petram, BSN, RN**, the director of case management for UW Medicine Valley Medical Center, spoke with Dr. Munanga on *Acute Care Hospital to Long Term Care*.
- **Lois James, PhD**, an assistant dean of research and an associate professor in the Washington State University College of Nursing, delivered a keynote on *Research Insights in Nurse Fatigue*.
- **Sara Kim, PhD**, a research professor in surgery at the University of Washington School of Medicine, spoke on *Leading with a Curious Intention: A Path to Holding Difficult Conversations*.
- **Meghan Eagen-Torkko, PhD, CNM, ARNP, FACNM**, director of nursing at the University of Washington Bothell School of Nursing & Health Studies who maintains a clinical practice in sexual and reproductive health at Public Health Seattle-King County, facilitated a *Panel on Diversity, Equity, and Inclusion*.
- **Ronda Conger**, a businesswoman, professional speaker, and author, delivered the closing keynote on *Leading Through Extraordinary Times*.



1. Keynote speakers Diana Mason and Monica McLemore set tone of empowerment
2. Keynote Elsa Sjunneson talks about ending ableism against disabled people
3. WSNA member Carina Price comments during the DEI panel
4. Speaker Jennifer Magnani discusses psychiatric patients
5. Megan Eagen-Torkko moderates DEI panel





6

6. WSNA Executive Director David Keepnews conducts business of WSNA

7. WSNA member Annika Hoogstraat speaks during General Assembly



7

Bylaws’ changes and resolutions

Convention allowed WSNA members to conduct the business of WSNA by passing changes to the bylaws and resolutions.

Members approved bylaws’ changes that allow electronic voting and changed the name of the Cabinet on Economic & General Welfare to the Labor Executive Council.

Members also passed resolutions on the following:

- **Advocating for Safe Nurse Staffing Standards**
- **Rights of Internationally Educated Nurses**
- **Hospital Consolidation: Impact on Nurses and Access to Care**

The resolutions are WSNA’s declaration on serious issues facing nurses. They include defining the issue with many resolved actions.

For example, here is just one of the many resolved actions for each issue:

SAFE STAFFING – it is resolved “that WSNA will engage in an active campaign to educate our members on the 2023 staffing law (SB 5236) and how to use it to push effectively for safer staffing.”

INTERNATIONALLY-EDUCATED NURSES – it is resolved “that WSNA opposes all abusive and exploitive practices, including the use of long-term contracts with high damages for termination; payment of substandard wages; inadequate living conditions; and threats of deportation or other penalties related to advocating for better conditions.”

HOSPITAL CONSOLIDATION – it is resolved “that WSNA encourages the Cabinet on Economic & General Welfare to outline strategies to address the implications of hospital consolidation and growing corporatization on our collective-bargaining members.” [www](http://www.wsna.org/about/bylaws-and-resolutions)

wsna.org/about/bylaws-and-resolutions

WASHINGTON NURSE REVIEW

Quiz answer key

Answers to the quiz on page 56 can be found below. No peeking until you’ve taken the quiz!



1 — It would take 100,000 nurses to donate \$10 a month. 2 — Monica McLemore, PhD, MPH, RN, a keynote speaker at convention. 3 — Chris Smalls is a former warehouse worker for Amazon in Staten Island, who led the first successful union at Amazon. 4 — WSNA raised \$22,000 at a fundraiser dinner during the convention. 5 — Between elected and appointed members, 100 WSNA members are part of the volunteer leadership team. 6 — 20. 7 — Heritage University, a tiny school in Toppenish on the Yakama Reservation. 8 — April Sims, president of the Washington State Labor Council, AFL-CIO. Her daughter accepted a job at Tacoma General. 9 — The National Institute of Mental Health said it is natural to feel afraid during and after a traumatic situation, but that most people recover from initial symptoms over time. Those who continue with intrusive thoughts that affect work and relationships, however, may have PTSD. 10 — The board’s actual number of disciplinary cases is very small. In 2022, the board had about 2,000 complaints, but only opened about 6% and even fewer resulted in actual discipline.



MARGUERITE COBB PUBLIC
HEALTH/COMMUNITY HEALTH
NURSE DOUGLAS BRANT

COMMUNITY PARTNER APRIL SIMS

JOANNA BOATMAN STAFF
LEADERSHIP JACOB GARCIA

WSNA HONORARY RECOGNITION
DAWN MARICK AND VEE SUTHERLIN

ANA HONORARY MEMBERSHIP
LYNNETTE VEHRIS

EXCELLENCE IN PRACTICE
SALLY BUDACK

LEADERSHIP AND MANAGEMENT
ALBERT MUNANGA

NURSE EDUCATOR
CHRISTINA NYIRATI

NURSE RESEARCHER
MONICA MCLEMORE

2023 WSNA RECOGNITION AWARDS

ABOVE

Jacob Garcia, chair of WSNA's Political Action Committee, and a nurse activist, is awarded the Joanna Boatman Nurse Leadership Award in 2023. Joanna Boatman, left, is a former president and significant leader of WSNA. The award is presented to an individual who promotes the economic and general welfare of nurses.

The WSNA Recognition Awards highlighted ten people in the state for their exemplary work in advancing the nursing profession.

The awardees were honored May 18 at the Washington State Nurses Convention in a gala event with dinner and drinks.

The room went silent as attendees walked to the podium and shared a few minutes that eloquently captured the power of nurses in changing lives.

Find out whose daughter will be working at Tacoma General? Who got inspired by Judy Huntington? Who was ready to sit on her porch and knit before taking on a new challenge? And who was pushed into leadership by WSNA members? →

MARGUERITE COBB PUBLIC HEALTH / COMMUNITY HEALTH NURSE AWARD

Doug Brant

Outstanding professional contributions to public health or community health nursing

Doug Brant is given this award posthumously. Doug, a beloved home-health nurse at Providence Visiting Nurses Association (VNA) Home Health in Spokane, was killed Dec. 1 while caring for a patient. He was 56.

Doug was doing a first visit with a patient who had recently had a stroke, when a family member shot Doug multiple times. Doug's death was a shock to co-workers and the nursing community. His colleagues said Doug was an amazing coworker, friend, family member, and musician. He loved taking care of his patients and often combined his nursing and music while working with them.

He began his career with Providence in 2005 while working for Home Services in King County.

For WSNA, Doug was most recently treasurer of the local unit at Providence VNA Home Health.

In an interview done during his most recent nurse training in Wenatchee, he stated that whatever path he chose, it would involve helping others. "Isaiah 45:2 says, 'I will make the crooked places straight,' and I'd like to help others in that way."

May we all carry forward, in our nursing profession, the love, professionalism, and dedication that Doug practiced. ●



FROM TRUDY DANT'S ACCEPTANCE SPEECH ON BEHALF OF HER BROTHER

"I realized what a rock star he truly was when I was given the opportunity to job share with him during the last four years of his life ... So many patients are still texting me and saying how much they miss Doug. He really did embody a great home-health nurse. My hope is that there will be many more Dougs in the world and we will be able to make home health and the rest of them safer."

COMMUNITY PARTNER AWARD

April Sims

A community partner who has contributed to promoting health and a positive image of nurses through advocacy and/or improvements in healthcare safety and quality



April Sims was elected president of the Washington State Labor Council, AFL-CIO in October 2022. She is the first woman to be elected president of the Labor Council and the first Black woman elected to the presidency of any AFL-CIO state federation.

As president, Sims is the chief executive officer of the Council. She supervises all its activities and staff and leads Washington's largest union organization, representing over half a million union members.

The granddaughter of Louisiana sharecroppers and the daughter of a

FROM HER ACCEPTANCE SPEECH

“My daughter Naya will be joining your ranks soon. She just accepted a position as a nurse tech at Tacoma General because she’s clear that’s where she wants to work when she becomes an RN. I came home and she said to me, ‘I want to work at TG. Have you seen their contract?’ I remember joining you on the picket line when you were fighting for that contract. And I remember remarking that you all weren’t just fighting for your dignity, that you were fighting for the dignity of your profession and for the dignity of future nurses who would one day join your ranks.”

single mother, Sims has seen the power unions have to change lives.

April joined the Washington State Labor Council in 2015 as field mobilization director before becoming the council’s political and strategic campaign director in 2017. In 2018, the Labor Council elected Sims as secretary treasurer.

April has repeatedly demonstrated her commitment to nursing. She has been present on our picket lines. She ensured that WSNA is represented on the Washington State Labor Council’s Executive Board and that our legislative issues are among the Labor Council’s priorities. She spoke powerfully at WSNA’s labor leadership conference and has welcomed WSNA participation in Labor Council events, including the Washington State Labor Council convention and its legislative conferences. She is also the proud mother of a nursing student. ●

JOANNA BOATMAN STAFF
NURSE LEADERSHIP AWARD

Jacob Garcia

Established in 1995 by WSNA president Joanna Boatman, this award recognizes significant contributions in promoting professional development and advancement of the economic and general welfare of nurses



Jacob Garcia graduated from Washington State University Tri-Cities in 2016 and hit the ground running. He worked at Kadlec Regional Medical Center from 2016 to 2021 and now is working at Astria Sunnyside Hospital. While at Kadlec, he was first involved in the staffing committee. He became co-chair after he realized Kadlec was not compliant with

staffing laws. He revamped the charter, moved quarterly meetings to monthly meetings, and updated the ADO form to a staffing concern form. He also joined the bargaining team, which was active in a contentious negotiation process with Providence.

Jacob was elected to the WSNA Cabinet on Economic and General Welfare (now Labor Executive Council), as well as becoming a delegate to the American Federation of Teachers, the Washington State Labor Council, and the American Nurses Association. He is also chair of the WSNA Political Action Committee Board of Trustees and is involved in the WSNA Occupational and Environmental Health and Safety Committee. In 2022, he was elected to the ANA Board of Directors in the staff RN position.

Jacob’s roots in activism are deep. He grew up with a grandmother who helped organize migrant workers in California alongside Cesar Chavez, and when the family moved to Pasco, she helped found a community clinic, La Clinica, that is still serving patients today. ●

FROM HIS ACCEPTANCE SPEECH

“I am so honored to have Joanna Boatman here when I receive her award ... I honestly never saw myself doing anything like this. I really appreciate the support from Julia (Barcott) and Martha Galvez for really pushing me and seeing something in me and inviting me and welcoming me to be involved. If I can say anything or leave anything with you, mentor your peers. Find those people that are willing to be engaged or have a certain skill that could be beneficial for WSNA and the nursing profession ... As we grow together, we grow the nursing profession.”

HONORARY RECOGNITION AWARD

Dawn Marick

Significant contributions, distinguished service, or valuable assistance to the nursing profession

Dawn Marick is a fierce nursing and patient advocate.

Early in the pandemic, Dawn joined other nurses statewide to promote masking and vaccination efforts in our community. She has volunteered countless hours in advocacy for safe staffing in southwest Washington. Recently, Dawn boldly appeared on her local news to speak up for the importance of supporting safe staffing and nurses' working conditions.

When she led recent staffing grievances at PeaceHealth Southwest Medical Center in Vancouver, nurses said: "Dawn was amazing! Very well-spoken and articulate!"

Dawn can capture a room with her bedside nursing advocacy. She works as a float pool nurse, so she has a firsthand angle on the challenging working conditions.

She also embodies the slogan, "Be the nurse you want to work alongside." Dawn truly leads by example, as evidenced by multiple Daisy and peer award recognitions.

Dawn Marick has done so much for nurses and patients in southwest Washington. ●



FROM HER ACCEPTANCE SPEECH

"Yesterday, we heard a lot about nurses fighting and using their voices. I did not find mine until I started as a grievance officer, I think, eight years ago. And it clearly hasn't stopped since then ... I am so proud that my coworkers are demanding change in ways they have not before because many of them have found their own voice. I accept this award on behalf of all the nurses, many of whom are here tonight, who have made a commitment, a lifelong commitment, to the nursing field despite all the hurdles that we have."

HONORARY RECOGNITION AWARD

Vee Sutherlin

Significant contributions, distinguished service, or valuable assistance to the nursing profession



Vee Sutherlin is a retired nurse with over 54 years of experience in the nursing profession. Her first nursing position was as a public health nurse with the Spokane County Health Department. In 1968, the director of the nursing program at Deaconess Hospital invited Vee to work as a nursing instructor. This was a turning point in Vee's career, as she found her niche in nursing education, teaching thousands of students who went on to their own careers in the nursing profession. She went from nurse educator to department chair of the

DR. MONICA MCLEMORE'S INVITATION TO NURSES

Will you join me in improving health outcomes?



Monica R. McLemore, PhD, MPH, RN, is a trailblazing nurse researcher in reproductive justice, birth equity, and better care for marginalized communities at the University of Washington School of Nursing.

She was given the 2023 Nurse Researcher Award by the Washington State Nurses Association and issued the following invitation in her acceptance speech on May 18, 2023.

FROM HER ACCEPTANCE SPEECH

“I don’t have much of a voice anymore because I’m going to be 82 in two weeks. My voice is totally disappearing. I spent years behind a podium like this teaching my nursing students..... I remember being on the board of directors and we would look at all these biographies and summaries and everybody’s experiences and it was such a decision to make a selection. So, I am honored to be part of this group this evening.”

associate degree in nursing program at Spokane Community College. However, she never gave up bedside nursing. She also worked as a supplemental staff nurse at Sacred Heart.

After retiring from the community college in 2006, she worked as a charge nurse for Pediatric After Hours until the program was discontinued in 2017.

Vee has been actively involved in the Inland Empire Nurses Association and the Washington State Nurses Association. While on the WSNA Board of Directors in the early 2000s, Vee began serving on the Board of Trustees of the Washington State Nurses Foundation.

Vee has truly served the profession of nursing in bedside nursing, education, and leadership. ●

POLITICAL WILL IS OLD LANGUAGE for “this is someone else’s problem.” And as long as no one is responsible for it, we can spin our wheels to get nothing done while looking busy.

And many of us, me included, are done with the performative, the aspirational, and the naysayers who don’t believe this could all be different.

It’s in this context that I accept this award with three considerations:

No. 1. – If we are serious about health equity, experiencing it, and achieving it, what uncomfortable conversations do we have to have to make that a reality? And who else do we need to be talking with to make transformational change happen?

No. 2. – If you have been in our field for decades, or for just a short time, and perhaps are feeling disillusioned with the current state of our field, healthcare, public health, and the world, it’s about time to think about doing our work differently.

No. 3. – I hope you have the courage to follow the lead Dr. (Diana) Mason and I tried to set as an example and stop trying to do things alone. Bring someone along with you.

As Congresswomen Cori Bush and Lauren Underwood, the Black nurses who are currently serving in the House of Representatives have shown, we all deserve better.

We all need to recognize the collective trauma we have all been through the past couple of years. Yet, we still need a bold and fierce agenda to support the people we serve and care for. And it’s essential and necessary to want to improve health outcomes.

So, what are you, what am I, what are we prepared to do to make that a reality?

I, personally, can no longer engage with people who limit the boundaries of what is possible. And frankly, we all need to appreciate what Arundhati Roy tried to teach us at the beginning of the pandemic. That the pandemic is a portal.

So where are we going? Everything is subject to being reimaged.

I will tell you all what I am prepared to do, and I hope you will join me. I will continue to unapologetically twist arms, push people, demand justice, publish science, do badass op-eds, and keep justice and joy alive for as long as I walk and breathe on this Earth.

I will continue to imagine new futures without being led by fear. And I hope many of you in this room will decide to join me. Nursing provides the skills and the tools to nurse the entire nation.

And we can make all this different. ■■■

AMERICAN NURSES ASSOCIATION
HONORARY MEMBERSHIP PIN

Lynnette Vehrs

Outstanding leadership, participation in, and contributions to the purposes of WSNA and ANA

Lynnette Vehrs has served as president of WSNA since 2019.

During this time, she has guided WSNA through the unprecedented challenges posed by the COVID-19 pandemic. She brought her policy experience and acumen to bear as WSNA increased its advocacy efforts for safe staffing and brought her passion to efforts to achieve universal healthcare.

She has advanced the development of WSNA's regional associations and spearheaded the transition to a new WSNA executive director.

Lynnette is an experienced registered nurse who has worked in psychiatric nursing and as a home-health nurse. She taught nursing students at Washington State University, where she obtained her bachelor's and master's degrees in nursing and her certification as a nurse educator.

Serving as president is the culmination of decades of service at all levels. She was on the board of directors and then president of the Inland Empire Nurses Association. She also served for many years on WSNA's Legislative and Health Policy Council, including serving as chair.

As head of WSNA's delegation to the 2022 ANA Membership Assembly, she introduced a motion for ANA to support nurse staffing ratios — a motion that passed overwhelmingly. Lynnette has worked tirelessly to advance the nursing profession in Washington state and beyond. ●



FROM HER ACCEPTANCE SPEECH

“Let me tell you where this all got started ... (she is invited to a WSNA convention as a new psych nurse). I am listening to this one woman who has a great deal of power and emphasis. She is a very good speaker and very interesting. You may know her: Judy Huntington (applause). And I thought, I want to be her. I want to get up to that podium and talk to people and inspire them to do things that they thought they never could do.”

PROFESSIONAL NURSING AND
HEALTH CARE COUNCIL AWARDS
EXCELLENCE IN PRACTICE AWARD

Sally Budack

Excellence in practice in the direct care of patients/clients



Sally Budack is a compassionate caregiver who serves her patients with boatloads of TLC. She has been a preop unit RN at St. Joseph Medical Center in Tacoma for 33 years, entrusted with the lives of many patients.

Sally is committed to improving nursing practices and patient safety. She has worked on the Nursing Safe Staffing Committee since 2008, responsible for the ADO database, which tracks nursing staff assignments done with objection; there are almost 2,100 ADOs.

LEADERSHIP AND MANAGEMENT AWARD

Albert Munanga

Excellence in nursing leadership and management

FROM HER ACCEPTANCE SPEECH

“I never thought I would be doing what I love and standing here. I am truly honored ... What we do at WSNA really matters, and I am excited to be a part of that. I will forever speak up for bedside nurses whose hearts and hands bring dignity and respect to patients in the most challenging circumstances. That’s where safety is needed the most. As Aristotle said, ‘excellence is not an act. It’s a habit.’ It’s making today better than yesterday. It’s incorporating creativity through problem solving. It’s striving every day, so others reap the benefit. Yes, the world is a better place when nurses work in it.”

She also identified and corrected major programming errors in Epic, the electronic health record system, and is currently working on creating down-time paper charts to ensure continuity of care during system outages.

In addition to her work as a frontline nurse, Sally has also been involved in WSNA. She serves on various committees, including the Occupational Environmental Health and Safety Committee, and as a local unit officer.

Sally’s dedication to her profession extends beyond the hospital walls. She has been advocating for pedestrian safety and having sidewalks repaired around the hospital.

If she is not answering your texts, she is out riding her motorcycle. ●



Dr. Albert Munanga is a regional director of health and wellness, chief clinical officer, and infection control manager at Era Living in Washington. He fosters a creative care environment that enhances patient and community well-being.

Albert is a servant-based leader who empowers nursing colleagues and non-nursing professionals at all career stages. He encourages a Kaizen approach to celebrate and champion small improvements every day. During the COVID outbreak, Albert’s approach was especially beneficial in identifying the infectious nature and implementing early infection control procedures and testing.

Albert serves in leadership roles for organizations that share his values,

including the Washington Health Care Association, American Health Care Association, and National Centers for Assisted Living. He is also the chair of the WSNA Community and Long-Term Care Committee. Albert has authored and co-authored numerous publications on nursing and healthcare, including “Outbreak Investigation of COVID-19 Among Residents and Staff of an Independent and Assisted Living Community for Older Adults in Seattle, Washington,” published in JAMA Internal Medicine.

He has also held many leadership positions, including serving as Zambia’s Honorary Consul to Washington state. ●

FROM HIS ACCEPTANCE SPEECH

“It’s amazing to be in a place like this with intelligent wonderful people. I have an argument to make on the highest office on the planet. It’s not the Vatican or the president of the United States. I think the highest office on the planet is the mother...The second highest office on the planet is a nurse... I am incredibly grateful for this nomination and coming to the Washington State Nurses Association. What an amazing organization. I would like to dedicate this award to all of you but especially to my beautiful wife, Josephine... I used to be an arrogant, young accountant and she talked me into being a nurse and healthcare provider. The last 2 1/2 years have been crazy for us. While the world was running away, we were exactly like the (Navy) SEALs – right to war we went. And we carried the world in our hands. By God’s grace, we pulled through.”

NURSE EDUCATOR AWARD

Christina Nyirati

Excellence in nursing education



Christina Nyirati is professor and director of Nursing at Heritage University in Toppenish in the Yakima Valley, located on the Yakama Nation Reservation. She founded the BSN program at Heritage, an innovative program whose mission is “to advance the health of multicultural families and communities in rural environments through excellence in nursing education, service, practice, and community-based research.”

Heritage University has graduated wonderful, motivated nursing students who have often been turned down by other nursing schools.

She has shaped the nursing program’s emphasis on cultural inclusivity with particular sensitivity to the Native communities, from which it draws many of its students.

Dr. Nyirati came to Heritage with a long history of teaching in advanced practice programs as a family nurse practitioner; she draws on that background to provide a clear focus on population health, including rural health.

When Astria Toppenish recently closed its Family Maternity Center, Dr. Nyirati added her voice to those of other community members to speak out against the closure, focusing on the loss of this vital service, known widely for its culturally relevant care, particularly in caring for Native and Latina patients. ●

FROM HER ACCEPTANCE SPEECH

“I was doing consulting for Heritage University, a very tiny school on the Yakama Reservation. Martha Yallup, an elder for Yakama Nation, was in her late 70s, and she sat down to have dinner with me. And she said, ‘please come here.’ I was getting ready to retire, sit on a porch, and knit. She said, ‘come here please and make public health nurses.’ I said, ‘Dr. Yallup, what do you know about public health nursing?’ She said, ‘I’m one-quarter Nez Perce, three quarters Yakama. When I was a child on my family’s Nez Perce Reservation, it was nurses who saved my family’s life.’”

NURSE RESEARCHER AWARD

Monica McLemore

Excellence in nursing research

Dr. Monica McLemore is one of the few nurse-scientists with expertise in reproductive health, rights, and justice, grounded in the principles of antiracism. Her research is conducted within a foundational framework of community engagement and accountability.

She is nationally and internationally renowned and highly innovative, focusing on structurally marginalized populations including Black birthing people, where disparities in mortality by race are three-fold higher.

At the University of Washington School of Nursing, Dr. McLemore is a professor, the interim associate dean for diversity, equity and inclusion, and the interim director of the Manning Price Spratlen Center for Anti-Racism and Equity in Nursing. Additionally, she is co-chair of the Black Mamas Matter Alliance and co-director of the Scholars Program for the National Birth Equity Collaborative. She is also recipient of the Mentor of the Year and Outstanding Leadership Award from the Society of Family Planning and American Public Health Association.

Dr. McLemore developed a Pregnancy Coronavirus Outcomes Registry that resulted in free toolkits, dashboards, protocols, and public-facing scholarly products for community-based organizations. She has published extensively via publications, op-eds, and podcasts featured in national venues and is a sought-after speaker.

Dr. McLemore has an impressive track record of mentoring and supporting the professional development of diverse scholars and training students in research methods, specifically collaborating with communities who are underrepresented in research using

MARCH 21, 2024

SEATAC

WASHINGTON STATE NURSES HALL OF FAME

CELEBRATING OUR HEROES, MENTORS, AND TRAILBLAZERS

The Washington State Nurses
Hall of Fame recognizes nurses
at the pinnacle of excellence.

Those who have transformed the practice,
research, educational opportunities,
and governing policies of nursing in our state.

THEIR LEGACIES UPLIFT US ALL

Nominations are open until December 4 at wsna.org/hof

WSNA WASHINGTON
STATE NURSES
ASSOCIATION



community-based approaches. McLemore is a change agent and leading the nation in how to conduct equitable nursing research. ●

FROM HER ACCEPTANCE SPEECH

“I will continue to imagine new futures without being led by fear. And I hope many of you in this room will decide to join me. Nursing provides us the skills and the tools to nurse the entire nation.”

Note: Dr. McLemore's full acceptance speech can be found on page 17.

MEET YOUR 2023- 2025 WSNA TEAM

Between elected and appointed members, WSNA has nearly **100 members** providing direct input to advance the nursing profession and advocate on behalf of nurses in our state.

WSNA IS A MEMBER-DRIVEN ORGANIZATION with a multilayered governing system, allowing diverse and broad input.

The elected Board of Directors is responsible for WSNA's overall strategic direction and oversight. The elected Labor Executive Council (formerly the Cabinet on Economic & General Welfare) oversees WSNA's labor program. That council, together with the Professional Nursing and Health Care Council and the Legislative and Health Policy Council, develops WSNA's work in their respective areas and provides input to the board. The Professional Nursing and Health Care Council and the Legislative and Health Policy Council include both elected and appointed members.

Our elected representatives to the American Nurses Association Membership Assembly and our elected delegates to the American Federation of Teachers Convention help form policy at a national level.

After elections, the newly elected Board of Directors appoints members to various WSNA organizational units – the Bylaws/Resolutions Committee, the WSNA Political Action Committee Board of Trustees, the Washington State Nurses Foundation, the Community and Long-Term Care Committee, and the Occupational and Environmental Health & Safety Committee.

Between elected and appointed members, WSNA has nearly 100 members providing direct input to advance the nursing profession and advocate on behalf of nurses in our state.

Elections opened on May 26, 2023, and closed on June 26, 2023. Members run for two-year terms. We thank all those participating in the elections. You are WSNA.

Here is your team!



Board-appointed members will be listed in the next issue of The Washington Nurse.

BOARD OF DIRECTORS

The Board of Directors is the primary governing body and includes the chairs of three councils (the Labor Executive Council, the Professional Nursing and Health Care Council, and the Legislative and Health Policy Council).

The Board sets the priorities for the coming biennium, approves the budget for WSNA, and appoints and reviews the executive director. Board members act as ambassadors for WSNA, representing the association to the membership and other organizations as appropriate.

President



● Justin Gill, DNP, RN, ARNP

King County Nurses Association, Bothell

POSITION: Urgent Care Nurse Practitioner, Providence Health & Services

PRIOR OFFICE: Vice President, WSNA Board of Directors

“... My experience as a member of a WSNA collective bargaining unit, and, later, as a sustaining professional member, has strengthened my belief that WSNA should be at the table in all health policy discussions in Washington state ...”

Vice President



● Julia Barcott, RN

Central Washington Region Nurses Association, Yakima

POSITION: Intensive Care Unit (ICU) RN, Astria Toppenish Hospital

PRIOR OFFICE: Chair, Cabinet on Economic and General Welfare, and member of the Board of Directors

“Nurses need to be at the forefront of advocacy for our profession and our patients. If we are not at the table, others that do not know anything about nursing will make the decisions for us ...”

Secretary/Treasurer



● Martha Goodall, ADN, RN

Inland Empire Nurses Association, Mead

POSITION: Critical Care ICU RN, Providence Holy Family Hospital

PRIOR OFFICE: Treasurer, WSNA Board of Directors

“I would like to continue helping influence nursing practice in Washington state. I have been active on many levels of WSNA ...”

Director-at-Large



● John Gustafson, BA, ADN, RN, CMSRN

Rainier Olympic Nurses Association, Poulsbo

POSITION: Retired

PRIOR OFFICE: At-large member, WSNA Board of Directors

“... All nurses need legal uninterrupted rest breaks, safe and appropriate staffing, and full support for zero tolerance regarding violence in the workplace. Although progress has been made, it is not enough. Enforcement and accountability are my current focus ...”

Director-at-Large



● Pam Pasquale, MN, RN

Wenatchee

POSITION: Professional Foot Care Nurse, self-employed

PRIOR OFFICE: At-large member, Professional Nursing and Health Care Council

“... There are still important issues for WSNA to continue educating our nurse members and the community – safety in the workplace and a commitment to diversity, equity, and inclusion within the workplace as well as the association ...”

Director-at-Large



● Heather Stephen-Selby, MSN, RN, ARNP-BC

King County Nurses Association, Renton

POSITION: Director of Clinical Services, Healthpoint Community Health

PRIOR OFFICE: At-large member, WSNA Board of Directors

“... The last couple of years have been unprecedented in the demands, challenges, and opportunities for nursing as a profession. Like many of you, I struggled to keep my head above water and found that engagement and the work of the board was powerful ...”

Director-at-Large Staff Nurse



● Sara M. Bergenholtz, BSN, RN

Wenatchee

POSITION: Emergency Department RN, Confluence Health Hospital – Central Campus

PRIOR OFFICE: At-large member, WSNA Board of Directors

“... I am passionate about developing nursing as a profession and advocating for nurses’ rights ...”

Director-at-Large Staff Nurse



● Kelsey Gellner, BSN, RN

King County Nurses Association, Shoreline

POSITION: Pediatric Intensive Care Unit (PICU) RN, Seattle Children’s Hospital

“... These past few years have felt like we were on a sinking ship and administration [had] abandoned us. Now it is up to us to advocate for progress and improvement. Being a young nurse, I bring experience but also a new energy to continue advocating for our staff on the state and federal levels. I look forward to becoming more involved to pave the way for the future in nursing.”

Additional members



Erin Allison

Chair, Legislative and Health Policy Council

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Mikey Ann O'Sullivan

Chair, Professional Nursing and Health Care Council

→ Page 23



Edna Cortez

Chair, Labor Executive Council

→ Page 24

LEGISLATIVE AND HEALTH POLICY COUNCIL

Based on WSNA's identified priorities, this council recommends to the Board of Directors a state legislative agenda, reviews proposed legislation, and makes recommendations for WSNA's response and activity levels. The council also educates the WSNA membership in understanding the legislative priorities and presents the annual Legislative Day in Olympia.

+ Three appointees will serve with four elected council members.

Chair / Member of Board of Directors



Erin Allison, BSN, RN, CEN

Northwest Region Nurses Association, Bellingham

POSITION: Emergency Department RN, PeaceHealth St. Joseph Medical Center

PRIOR OFFICE: Chair, Legislative and Health Policy Council

"... I bring six years of experience on this council and have developed working relationships with other WSNA members as well as state representatives and senators ..."

Member-at-Large



Ingrid Anderson, MSN, RN, CEN, SANE

King County Nurses Association, Snoqualmie

POSITION: Staff Nurse, Overlake Hospital Medical Center

PRIOR OFFICE: At-large member, Legislative and Health Policy Council

"... As a nurse with more than 15 years' experience working in emergency nursing, sexual assault forensic nursing, and psychiatric nursing, I have a unique perspective and understanding of how our healthcare system is and isn't working ..."

Member-at-Large



Emily Kay, BSN, RN

King County Nurses Association, Seattle

POSITION: PICU RN, Seattle Children's Hospital

"... I believe that changing the law is one of the most powerful ways to impact the healthcare system for good. I am passionate about nurses and believe that when nurses are well-supported it has a huge impact on the health of communities ..."

Member-at-Large



Kathleen Thompson, BSN, RN, CDCES

Inland Empire Nurses Association, Spokane

POSITION: Staff Home Health Nurse, Providence Visiting Nurses Association (VNA) Home Health

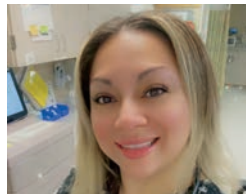
"... I am passionate about advancing the profession of nursing and protecting nurses and the public ..."

WSNA NOMINATIONS/SEARCH COMMITTEE

The committee prepares the initial ballot for the election of WSNA officers, directors, councils, and representatives to the ANA Membership Assembly.

+ Two appointees will serve with four elected members.

Member



Luz Alvarez, BSN, RN

Central Washington Region Nurses Association, Sunnyside

POSITION: Nurse, Astria Toppensish Hospital

"I would love to join my colleagues. I am outgoing, artistic, and have been in the nursing profession for the last 15 years."

Member



Chuck Cumiskey, MBA, BSN

Rainier Olympic Nurses Association, Olympia

POSITION: Retired

PRIOR OFFICE: Chair, Professional Nursing and Health Care Council, member of WSNA Board of Directors

"... My experience in multiple U.S. Army leadership positions gives me the strength to promote better teamwork. [...] My 12-year employment and involvement with the Washington State Nursing Commission gives me a special understanding of nursing practice and regulation."

Member



Sue Glass, MS, BSN, RN

Inland Empire Nurses Association, Spokane

POSITION: Retired

PRIOR OFFICE: Representative to the 2021-2023 ANA Membership Assembly

Member



Terri Trillo, MSN, RN

King County Nurses Association, Seattle

POSITION: Dean of Nursing, Renton Technical College

PROFESSIONAL NURSING AND HEALTH CARE COUNCIL

The responsibilities of the council are defined by the WSNA Board of Directors but may include forecasting workforce and work environment trends and promoting nursing through continuing education, research, and evidence-based nursing practice.

+ Four appointees will serve with seven elected council members.

Chair / Member of Board of Directors



● Mikey Ann O'Sullivan, MSN, RN

Inland Empire Nurses Association, Spokane

POSITION: Nursing Lab and Sim Director, Nursing faculty at Spokane Community College

PRIOR OFFICE: At-large member, Professional Nursing and Health Care Council

“... I am passionate about nursing, research, educating new nurses, promoting DEI, and being part of WSNA. My experience running a prenatal clinic for the underserved population and working as a triage nurse in a community health center is also a strength ...”

Administration



● Rachel Wang, MHA, BSN, RN, RN-BC

King County Nurses Association, Seattle

POSITION: Director of Nursing and Clinical Services, NeighborCare Health

PRIOR OFFICE: Professional Nursing and Health Care Council, Administration

“I have enjoyed being a part of the Professional Nursing and Health Care Council to contribute to WSNA's efforts to expand inclusion and

representation of nurses in all settings, including community and public health, and to deepen the organization's commitment to antiracism in nursing practice ...”

Education



● Antwinett O. Lee, EdD, MSN-CNS, BSN, RN

King County Nurses Association, Lynnwood

POSITION: Health Sciences, Education and Wellness Institute, Bellevue College Associate Dean of Nursing

PRIOR OFFICE: Professional Nursing and Health Care Council, Education

“... I have spent the past 15 years working to develop inclusive unified programs that break down barriers, working to remove barriers and create teams of students, faculty, and staff of different backgrounds to be part of an inclusive core mission of social and human justice.”

Ethics and Human Rights



● Chisula “Chi” Chambers, MPH, BSN, RN

King County Nurses Association, Renton

POSITION: Surgical ICU, Peer Support, DEI Consultant at University of Washington, Montlake

“... To empower the most marginalized nurses is to empower ALL nurses ... I am drawn to the Professional Nursing and Health Care Council because WSNA created a space for my two passions, education, and DEI work ...”

Practice



● Alycia Taha, BSN, RN

Rainier Olympic Nurses Association, Olympia

POSITION: Nurse Navigator, PULSE/MultiCare Cardiothoracic Surgery, Tacoma

“... In my current role, I participate in a lot more administrative aspects, so I have a lot to offer due to having worked on both sides. I am currently pursuing my MHA/MBA and hope to use it to help drive change within my current organization.”

Research



● Gordon West, PhD, MHA, BSN, RN, FACHE, AMB-BC

Rainier Olympic Nurses Association, University Place

POSITION: Assistant Professor, Pacific Lutheran University

“I have 23 years of service in the military and have served in various roles and on committees. I have transitioned to an academic role, and I am currently teaching a health policy course ...”

Member-at-Large



● Anjanette Bryant, RN

Central Washington Region Nurses Association, Ellensburg

POSITION: Surgical Outpatient RN, Kittitas Valley Hospital

PRIOR OFFICE: Chair, Cabinet on Economic and General Welfare Nominations/Search Committee

“... I have served as co-chair and AFT delegate, and on the nominating committee. I enjoy collaborating with other like-minded people ...”

ANA MEMBERSHIP ASSEMBLY

Representative (12 positions)

- ▶ Julia Barcott, Central Washington Region Nurses Association, Yakima
- ▶ Sara Bergenholtz, District 7, Wenatchee
- ▶ Edna Cortez, King County Nurses Association, Shoreline
- ▶ Sue Glass, Inland Empire Nurses Association, Spokane
- ▶ Martha Goodall, Inland Empire Nurses Association, Mead
- ▶ Jennifer A. Graves, King County Nurses Association, Seattle
- ▶ John Gustafson, Rainier-Olympic Nurses Association, Poulsbo
- ▶ Judy Huntington, King County Nurses Association, Kent
- ▶ Mikey Ann O'Sullivan, Inland Empire Nurses Association, Spokane
- ▶ Ruby Crisostomo Tan, Rainier-Olympic Nurses Association, Puyallup
- ▶ Tristan Twohig, Inland Empire Nurses Association, Spokane
- ▶ Lynette Vehrs, Inland Empire Nurses Association, Spokane

If WSNA is allotted additional representatives to the ANA Membership Assembly, or one cannot go, additional elected alternate representatives will attend in the order of votes received.

LABOR EXECUTIVE COUNCIL

The council sets the priorities for the functions and activities of WSNA labor relations, including developing and reviewing policies and procedures.

Chair / Member of Board of Directors



● **Edna P. Cortez, RN**

King County Nurses Association, Shoreline

POSITION: RN, Recovery/ Perioperative Acute Care Unit (PACU), Seattle Children's Hospital

PRIOR OFFICE: Vice Chair, Cabinet on Economic and General Welfare

"... As an experienced nurse and especially a person of color, I know that I can represent nurses in various aspects within the state. I believe that the actions and the words I have relayed throughout the years in WSNA show what I can provide for the offices that I am running for."

Vice Chair



● **(David) Jacob Garcia, MBA, MSN, RN, PCCN**

Central Washington Region Nurses Association, Pasco

POSITION: Staff Nurse, Astria Sunnyside Hospital

PRIOR OFFICE: Secretary/ Treasurer, Cabinet on Economic and General Welfare

"I want to continue and expand the growth of WSNA and lend WSNA my experience and knowledge to help us continue to grow as a profession and as an organization!"

Secretary/Treasurer



● **Jon Olson, RN, CEN**

Southwest Region Nurses Association, Kelso

POSITION: RN, PeaceHealth St John Medical Center

PRIOR OFFICE: At-large member, Cabinet on Economic and General Welfare

"... I believe this position will provide me with an opportunity to serve other members of WSNA and nurses across the state. I have served on the Washington State Emergency Nurse Association as president, as well as the Government Affairs chair for eight years ..."

Member-at-Large



● **Susie Cervantes, RN**

Central Washington Region Nurses Association, Toppenish

POSITION: Post Anesthesia Care Unit (PACU) RN, Astria Toppenish Hospital

"I want the experience and to help make a beneficial change in nursing."

Member-at-Large



● **Yunna Flenord, RN**

Rainier Olympic Nurses Association, University Place

POSITION: Charge Nurse, Cardiovascular Thoracic ICU (CVICU), St. Joseph Medical Center

PRIOR OFFICE: At-large member, Cabinet on Economic and General Welfare

"... We work in the most stressful field there is, and I want to advocate for change so we can stop hemorrhaging nurses and keep nurses enjoying the career they worked so hard for ..."

Member-at-Large



● **Anne Landen, RN**
Rainier Olympic Nurses Association, Tacoma

POSITION: Emergency Department RN, MultiCare Good Samaritan Hospital

"... I feel passionate about advocating for my peers. I bring experience, drive, and enthusiasm in achieving better working conditions for nurses, as well as reaching for excellence in nursing practice."

Member-at-Large



● **Jessica Lewellen, RN**

Inland Empire Nurses Association, Spokane

POSITION: *Psychiatric RN, Providence Sacred Heart Medical Center*

PRIOR OFFICE: *At-large member, Legislative and Health Policy Council*

"... Over the past five years, I have been involved in working with a variety of unions in Spokane, learning from all types of union leaders, and I have discovered the importance of collaboration from all working people ..."

Member-at-Large



● **Shelly Melissa Mead, RN**

Rainier Olympic Nurses Association, University Place

POSITION: Emergency Department RN, St. Joseph Medical Center

"I have truly enjoyed my last two years as a grievance officer for my group at St. Joe's. I am humbled by seeing what can be done fighting for one group, and I want to see change as a whole."

POSITIONS ON THESE TWO PAGES ARE OPEN TO WSNA UNION MEMBERS ONLY.

Member-at-Large


● Ruby Crisostomo Tan, RN

Rainier Olympic Nurses Association, Puyallup

POSITION: RN, St. Joseph Medical Center

PRIOR OFFICE: At-large member, Cabinet on Economic and General Welfare

“... One of my priorities is to fight for better wages with quality medical benefits and retirement security ... I am a firm believer of self-advocacy, nurse advocacy, and advocacy for work organizations such as WSNA ...”

Member-at-Large


● Tristan Twohig, RN, CEN

Inland Empire Nurses Association, Spokane

POSITION: Emergency Department RN, Providence Holy Family Hospital

PRIOR OFFICE: At-large member, Cabinet on Economic and General Welfare

“... I believe that multilateralism in good faith will holistically better the cause of the WSNA and its members. I believe that fair and open communication and negotiation is key for a successful altruistic community. I believe that collaboration is the cornerstone to the policy and legislative progress ...”

LABOR NOMINATING/ SEARCH COMMITTEE

Member


● Lisa Bullek, RN

Central Washington Region Nurses Association, Yakima

POSITION: RN, Astria Toppenish Hospital

“I would like to become more active in WSNA leadership.”

Member


● Carina Price, BSN, BA, RN

Rainier Olympic Nurses Association, Lakewood

POSITION: Cardiovascular Critical Care RN, St. Joseph Medical Center

“I believe the union strives to protect nurses – always working towards improving our working conditions as well as our health and well-being through collective bargaining and legislation. In achieving those outcomes, nurses and the nursing profession as a whole are able to do our best to advance the health and well-being of the communities we serve. ...”

2024 AFT CONVENTION DELEGATES

Delegate (20 positions)

- ▶ Edna Cortez, King County Nurses Association, Shoreline — Ranking Delegate
- ▶ Luz Alvarez, Central Washington Region Nurses Association, Sunnyside
- ▶ Julia Barcott, Central Washington Region Nurses Association, Yakima
- ▶ Anjanette Bryant, Central Washington Region Nurses Association, Ellensburg
- ▶ Claire Bucio-Martinez, Central Washington Region Nurses Association, Yakima
- ▶ Lisa Bullek, Central Washington Region Nurses Association, Yakima
- ▶ Susie Cervantes, Central Washington Region Nurses Association, Toppenish
- ▶ Emily D'Anna, Rainier-Olympic Nurses Association, Tacoma
- ▶ Anita Dennis, Central Washington Region Nurses Association, Pasco
- ▶ David Drew, King County Nurses Association, Edmonds
- ▶ Yunna Flenord, University Place, Rainier-Olympic Nurses Association
- ▶ Jacob Garcia, Central Washington Region Nurses Association, Pasco
- ▶ Martha Goodall, Inland Empire Nurses Association, Mead
- ▶ Teresa Hill, King County Nurses Association, Seattle
- ▶ Evette Kendall, Central Washington Region Nurses Association, Yakima
- ▶ Anne Landen, Rainier Olympic Nurses Association, Tacoma
- ▶ Jessica Lewellen, Inland Empire Nurses Association, Spokane
- ▶ Shelly Mellissa Mead, Rainier-Olympic Nurses Association, University Place
- ▶ Jon Olson, Southwest Region Nurses Association, Kelso
- ▶ Carina Price, Rainier Olympic Nurses Association, Lakewood

If WSNA is allotted additional representatives to the AFT Convention, or one cannot go, additional elected alternate representatives will attend in the order of votes received.

ANA MEMBERSHIP ASSEMBLY

'Now is a time to be courageous'

Safe staffing, gun safety, virtual nursing, documentation by nurses, and more

BY David Keepnews, PhD, JD, RN, FAAN

➔ The American Nurses Association (ANA), nursing's national professional association, held its annual Membership Assembly in Washington, D.C., on June 16 and 17, 2023.

The Membership Assembly is ANA's highest decision-making body, bringing together 200 voting representatives of constituent/state nurses associations, the Individual Member Division, representatives of ANA's organizational affiliates, and members of the ANA Board of Directors. WSNA, ANA's affiliate in Washington state, had the largest voting strength of any delegation at the assembly.

The day before the Membership Assembly, more than 400 nurses from around the country participated in ANA's Hill Day, meeting with their members of Congress to advance ANA's federal priorities – addressing the nurse staffing crisis, removing barriers to advanced registered nurse practitioner full practice authority, preventing workplace violence, and increasing support for nursing workforce research.

ANA President Jennifer Mensik-Kennedy, a member of the Oregon Nurses Association, opened the Membership Assembly and emphasized ANA's continuing priority of addressing the nurse staffing crisis. At the 2022 Membership Assembly, the ANA adopted a clear position to support safe staffing standards, including enforceable ratios. President Mensik-Kennedy noted that this position is regarded as controversial by some groups within nursing, but the ANA remains committed to it because employers are not taking meaningful action to address the worsening nurse staffing crisis.

As she said, "Like many others who are pursuing real structural changes, now is a time to be courageous."

The Membership Assembly adopted three resolutions.

GUN SAFETY – One focused on the need for legislation to address gun safety by increasing funding for mental health services and research on gun violence and prevention, including gun violence directed against healthcare workers. This point resonated strongly with WSNA representatives, considering the murder of WSNA member Doug Brant during a home health visit in Spokane, WSNA President Lynnette Vehrs explained.

Representatives also voted to endorse the American Academy of Nursing's Statement on Firearm Safety and Violence Prevention and to update the ANA's Statement on Incivility, Bullying, and Workplace Violence. These statements address gun violence and prevention in healthcare settings.

VIRTUAL NURSING – Another resolution addressed the role of virtual nursing in acute-care settings. The resolution called for the development of a national policy to address the standardization of virtual nursing practice, along with funding models for virtual nursing and its implications for licensure, regulation, and liability.

There are examples of virtual nursing – in which an off-site nurse is electronically present –providing support to bedside nurses, such as mentoring newer nurses. However, some models have sought to use virtual nursing to reduce the use of bedside nurses.

The Membership Assembly adopted an amendment by Oregon Nurses Association representatives, developed in collaboration with WSNA, that emphasized that virtual nursing can be useful in providing support for nurses at the point of care but that "[v]irtual nurses should support, but not supplant nursing staff in nursing ratios, matrices, or other measures of staffing levels."

NURSING DOCUMENTATION – A third resolution addressed reducing the burden of nursing documentation during times of crisis. While recognizing the need to address the documentation burden, WSNA representatives proposed an amendment calling for involving experts on nursing professional liability and state regulation to ensure that revised standards of documentation do not expose nurses to additional legal or regulatory risks. The Membership Assembly adopted this amendment.

Bylaws amendment on disaffiliation

The Membership Assembly adopted several amendments to the ANA bylaws. WSNA, together with the Oregon Nurses Association, Montana Nurses Association, and Minnesota Organization of Registered Nurses, proposed a bylaws amendment providing parameters for the ANA Board of Directors in developing a policy on the disaffiliation of ANA affiliates. This amendment sought to ensure the principles of due process by supplying an impartial investigation, informing the affiliate of any charges, providing an opportunity to respond, requiring a two-thirds majority for the board to disaffiliate, and an opportunity to appeal. Compromise language proposed by the ANA Board, which maintained these principles, was adopted overwhelmingly.

Workshops

The Membership Assembly also included workshops on nurses' roles in advancing health equity, current developments in federal policy, and upcoming revisions in the Nursing Leadership Scope and Standards of Practice as well as the Code of Ethics for Nurses.

Elections

Representatives elected four new officers and board members: Anita Girard of California as Vice President, Joan Widmer of New Hampshire as Treasurer, Khaliah Fisher-Grace of the Individual Member Division as Director-at-Large, and Nikule Abel of Minnesota as Director-at-Large (recent graduate). They join five continuing officers and board members, including David Jacob Garcia of Washington. ■

David Keepnews is the executive director of WSNA.



Oregon Gov. Tina Kotek signed House Bill 2697, Oregon's Safe Staffing bill, into law on Aug. 11, 2023.

New Oregon law establishes safe staffing ratios

ON AUG. 11, 2023, Oregon Gov. Tina Kotek signed House Bill 2697 into law. The new law makes Oregon the second state in the nation to adopt mandatory nurse staffing ratios and the first state to put ratios into statute.

In addition to establishing minimum nurse-to-patient ratios, the law provides for wall-to-wall staffing committees, investigations, and enforcement when hospitals fail to follow the law. It also ends the “buddy break system” in which nurses end up with double the patient load when another nurse takes a break.

The bill provides for RN staffing ratios across several different patient care units. Ratios in medical-surgical units are 1:5, moving to 1:4 in June 2026. Certified Nursing Assistants will be assigned to a maximum of seven patients on the day shift and 11 patients on the night shift.

Oregon law has provided for RN staffing committees since 2001. The new law adds two new staffing committees: one for service workers (such as environmental and food services) and one for technical providers (such as radiology and ultrasound techs) and professional providers (such as physical therapists and occupational therapists).

The bill was championed by the Oregon Nurses Association (ONA). Among the bill's chief sponsors was Oregon Rep. Travis Nelson, RN. The final language of the bill reflected agreement among ONA and other unions – the Oregon Federation of Nurses and Health Professionals

(OFNHP), Service Employees International Union 49, and Oregon American Federation of State, County and Municipal Employees – with the Oregon Association of Hospitals and Health Systems, representatives of Oregon Health and Sciences University, Providence, and Salem Health.

Jennifer Mensik-Kennedy, PhD, MBA, RN, NEA-BC, FAAN, president of the American Nurses Association – and an ONA member – had testified in support of the bill when it was heard in committee earlier in the year. In her testimony, she noted that ANA “supports enforceable, minimum nurse staffing ratios as a valuable approach to reduce patient harm, improve quality outcomes, and ensure the creation of a healthy work environment.”

Randi Weingarten, president of the American Federation of Teachers – the national labor partner of ONA, OFNHP,

and WSNA – praised the new law.

“This is a groundbreaking day for a groundbreaking bill that will make hospitals and healthcare settings safer for Oregon’s patients and staff alike,” she said.

“ONA’s fight for safe staffing doesn’t end with the passage of this law,” said ONA Executive Director Anne Tan Piazza. “Our nurses and caregivers know what patients need at our hospital and care settings. We will continue to fight for improvements in our collective bargaining agreements and in Oregon law.”

WSNA Executive Director David Keepnews, PhD, JD, RN, FAAN, offered WSNA’s congratulations.

“As we work to implement Washington’s new safe staffing law, we are thrilled at this important victory for nurses and patients in Oregon,” he said. “We are so proud of our friends and colleagues in ONA, and their labor partners, for achieving this historic success.”

<https://www.oregonrn.org/page/SafeStaffing-AmendedBill>



How nurses in Washington state got a bill to help with PTSD claims

BY Bobbi Nodell

Nurses deal with many traumatic situations.

But it was one nurse in particular that really got to registered nurse Shawn Mork, a WSNA nurse representative with a background in behavioral health, forensic nursing, and emergency medicine.

This nurse had zipped a staggering amount of body bags during the COVID-19 pandemic and attempted suicide, but was denied a post-traumatic stress disorder claim, Mork said.

Under the law governing workers compensation for nurses, PTSD claims needed to be assigned to one qualifying event.

“Which body bag?” Mork asked rhetorically.

In 2018, a state law allowed police and firefighter post-traumatic disorder claims for job exposure, so why not nurses, Mork wondered.

Mork told WSNA’s Government Affairs team that the law needed to change. The team got to work. They asked first responders how the 2018 bill was working for them. The

answer was the bill was too restrictive for people to access – it required having 10 years of service, and the standard of evidence was really high.

“We heard early on if our bill didn’t change some of these barriers, it wasn’t worth fighting for,” said Katharine Weiss, WSNA’s director of government affairs.

WSNA’s Government Affairs team partnered with state senator Sen. Annette Cleveland¹ (D-Vancouver), a former hospital administrator and chair of the Senate Health Care Committee. Cleveland sponsored a bill

in 2023 allowing nurses to claim PTSD for work exposure, not just a single event. The bill (SB 5454) became law in May 2023.

The law now states, “there exists a prima facie presumption that post-traumatic stress disorder is an occupational disease” under state law governing industrial insurance (RCW 51.08.140) and it applies to a direct-care registered nurse who has been fully employed in Washington state for at least 90 consecutive days.

Because PTSD can manifest months or years after the trauma, the law says, “the presumption extends to a claimant following termination of employment for a period of three calendar months for each year.”

Ideally, there would be other healthcare professionals added to the bill. But widening the stakeholders takes much longer and it would change the fiscal impact, Weiss said.

As it was, the bill had hurdles.

Some groups wanted to limit the benefits to ER nurses. Another challenge was that nurses who testified in favor of the bill were restricted from disclosing any details of a workplace trauma that would violate a patient’s right to privacy.

“It was pretty tricky to tell their stories, so that patient privacy rights were respected,” Weiss said.

Despite these hurdles, the bill passed on its first introduction – which is uncommon, Weiss said. It also passed without restrictions on what kind of nurses it could affect, how long the nurses needed to be employed, and without standards of evidence higher than the diagnostic criteria listed in The Diagnostic and Statistical Manual, 5th Edition (DSM-5).

The National Institute of Mental Health said it is natural to feel afraid during and after a traumatic situation, but that most people recover from initial symptoms over time². Those who continue with intrusive thoughts that affect work and relationships, however, may have PTSD.

Mork said nurses often reflect and grieve and move on. But many times, they simply cannot move on. They are haunted by nightmares and flashbacks, and can feel numb, detached, and on guard.

“Trauma touches them. They are receptacles of society’s pain,” she said. “Yet, they often feel stigma from co-workers about talking about their emotions and believe they are not a reliable nurse,” she said.

Mork said she has coached many nurses on how there is more strength in mentioning their vulnerability.

“If we’d had this bill sooner, maybe many nurses wouldn’t have left the profession,” she said.

Nurses who have been out of work or working reduced hours because of PTSD may now get the help they need.

“This is good for nurses and good for hospitals,” Weiss said. 

The American Psychiatric Association provides³ greater detail on the symptoms, diagnosis, and treatment of PTSD, as well as related conditions, and The American Nurse provides⁴ a good overview of how the pandemic caused PTSD in nurses.


1 <https://senatedemocrats.wa.gov/cleveland/2023/05/09/cleveland-bill-recognizes-nurses-pandemic-trauma-as-industrial-injury/>

2 <https://www.nimh.nih.gov/health/topics/post-traumatic-stress-disorder-ptsd>
3 <https://www.psychiatry.org/patients-families/ptsd/what-is-ptsd>
4 <https://www.myamericannurse.com/covid-19-and-ptsd-in-frontline-nurses/>

2024 NURSE LOBBY DAY

JANUARY 24, 2024
OLYMPIA

(insert nurses' voices here)



WSNA WASHINGTON
STATE **NURSES**
ASSOCIATION

wsna.org/lobbyday



JOIN THE PAC

Now is the time to grow WSNA PAC and nurses' voices in Olympia

With more than 100,000 nurses in WA state, if just 10% gave \$5 a month, WSNA PAC would be able to raise \$600,000 a year.

BY Jessica Hauffe

WSNA nurses and our legislative champions worked tirelessly in the 2023 legislative session to try and pass universal, state-mandated, safe staffing standards. We passed a bill with increased reporting and accountability measures for hospitals – a huge victory for nurses. But we were unable to pass a version of the bill that contained state-mandated staffing standards.

Even though nurses have been the No. 1 most trusted profession in the country for 21 years in a row, they have not had the political power of hospitals. Currently, California and, soon, Oregon are the only states with enforceable staffing standards.

So, how was Oregon able to pass state-mandated staffing standards in their state legislature while it remains so difficult for others across the country to do the same? After conferring with the Oregon Nurses Association one of our biggest takeaways is that the Oregon Nurses Association has a strong, well-funded political action committee (PAC) at their disposal.

Having a PAC is one of the most influential things a group of individuals can do to further their political agendas. The money is used to fund candidates that support a group's mission.

The WSNA Political Action Committee (WSNA PAC) has been around for some time but needs to be better funded. With fewer than 50 contributors each year, the PAC raises

about \$2,000. The Washington State Hospital Association, on the other hand, has a very powerful PAC with hundreds of thousands.

The mission of the WSNA PAC is to serve as the political voice for nursing in Washington state. The WSNA PAC is run by a board of trustees who are appointed by the WSNA Board of Directors. It is through the political action committee that members of WSNA can engage with and support candidates running for office. The WSNA PAC provides endorsements and, potentially, monetary support.

However, WSNA PAC is only strong if WSNA members choose to invest and grow the potential influence it could have on electing strong nursing advocates or even nurses themselves.

WSNA PAC is nonpartisan and relies almost entirely on voluntary contributions to support political candidates. Without those individual contributions, the WSNA PAC has no ability to invest in supporting those state legislative candidates who support nurses, or nurses who may want to run for state legislative office.

We need your contributions to WSNA PAC in order for it to grow, thrive, and be as strong as possible.

Donate TODAY and help grow the voice of nurses in Olympia with key decision makers. By investing in WSNA PAC, you invest in the future of nurses to help create and influence key policy decisions. Monthly or recurring contributions are the most effective way to support WSNA PAC. [WU](#)

Jessica Hauffe is the political advocacy manager for WSNA.

\$600,000

If 10% of the 100,000+ nurses in Washington invested \$5 a month into WSNA PAC, this is how much you could raise to elevate nurses' voices in Olympia.

How much are you investing?

WSNA PAC allows nurses an opportunity to have a seat at the table where key decisions are made in Olympia by supporting legislative candidates who support nurses.



WASHINGTON STATE
NURSES ASSOCIATION
**POLITICAL
ACTION
COMMITTEE**

Learn more at wsna.org/pac





BY Bobbi Nodell

The good fight at Good Sam

1

the 2023 staffing law, state law allowed CEOs ultimate veto authority.

Unless a staffing plan was baked into a contract, the hospital didn't have to follow it because enforcement was lax.

Meanwhile, management was telling nurses of looming changes in patient care delivery, such as team nursing and virtual nursing (in which an off-site nurse is present through distance technology), which could lead to even worse staffing if used to substitute for bedside registered nurses.

And now MultiCare Good Samaritan was seeking permission from the Washington Department of Health to build a new tower with 160 patient beds without a plan to staff it.

Coming together

When negotiations for a new contract started in January, nurses were fired up. But it would take 20 bargaining sessions, six months, many tears, endless pizza, and persistence to reach a new contract.

The frustration that started with working conditions in the pandemic burst out in the hospital as soon as negotiations started. Hundreds of nurses ordered WSNA T-shirts.

In February, MultiCare sent a note to staff saying they could not wear third-party shirts or shirts with logos, which meant that nurses could not wear shirts displaying the WSNA logo. Nurses were angry at this arbitrarily enforced "rule." Some put union stickers over the WSNA logo. Others, such as Jared Richardson, co-chair of the bargaining team and a registered nurse in the med-surg unit,

historically, contract negotiations at Good Samaritan Hospital in Puyallup weren't contentious.

But by 2023, things had shifted.

The nurses at Good Sam were angry. They were exhausted from their excessive patient loads, many of these patients heavier and sicker than in years past.

In the last two years, reported incidents where unsafe staffing posed a serious threat to the health and safety of a patient went up 600%. Nurses regularly went entire 12-hour shifts without being able to break and use the bathroom, eat, or rest.

The 750 nurses represented by WSNA at Good Sam were after nurse-to-patient ratios, which Tacoma General, another MultiCare hospital represented by WSNA, won in 2016. And they wanted break nurses, which Tacoma General won as a result of an arbitration that enforced a

settlement to a lawsuit a few years later.

The Good Sam nurses had tried to create safer working conditions. They created staffing plans with the chief nursing officer and other nursing managers that had unanimous labor and management approval. However, these carefully crafted plans were often vetoed by MultiCare leadership. Until passage of



2

wore theirs inside out and wrote with a Sharpie, “Ask me why my shirt is inside out.”

The bargaining team was mobilizing.

The 10-member bargaining team, a combination of unit reps and union officers, was a good mix of different personalities. A few people had done negotiations in the past, so they knew how things went. Many, however, were new to bargaining and nursing, such as Ashley Eubank, a unit rep and nurse in the cardiovascular and interventional radiology unit.

Eubank graduated from nursing school at Tacoma Community College in the fall of 2020. She had missed a whole quarter of in-person clinical because of the pandemic. After just three months on the job, Eubank said she was asked to train other nurses, and she said she was getting complicated patients. It was hard to keep up, and she was being asked to work back-to-back shifts.

“I started speaking up, saying this is not safe over and over,” she said. “I couldn’t handle working three shifts in a row.”

She learned about assignment despite objection (ADO) in 2021, when single rooms became double rooms, and she became an activist after filing her first ADO. She said a manager told her it was inappropriate for her to file an ADO because she had a certified nurse assistant working with her.

“I was 4:1. Everyone else was 2:1,” she explained.

Eubank had become a nurse because it was a nurse who helped her through her personal experience having a stillbirth.

“I remember her telling me how strong I was. Then she gave me a hug,” Eubank said. “I wanted to make people feel the way that nurse made me feel.”

But, as a nurse, Eubank was feeling overwhelmed.

“I don’t like conflict. I don’t like to rock the boat,” she said. “But if you want change, you need to do something.”

Then there were veteran bargaining team members like Dawn Morrell, who worked in the Cardiac Cath Lab.

Morrell had been at Good Sam since 1984. As a five-term state legislator for the 25th District, she authored a safe staffing bill in 2014 that created staffing committees at hospitals. She said nurses had been through hell during the pandemic.

“The staffing committee not being listened to was the breaking point,” she said.

But even she wasn’t expecting huge movement by management.

“I was very proud that these young nurses stood up,” she said.

The tough haul

The bargaining team provided several proposals, including putting the hospital’s own safe staffing plan, filed with the Washington State Department of Health, into their contract.

MultiCare rejected any proposal with language on safe staffing.

Richardson said there were at least four to five sessions where members of the bargaining team were in tears telling the management team intensely emotional stories of taking care of critically ill people.

The informational picket on April 26 was their outlet. The speakers channeled the anger of the nurses. Atalia Lapkin, a member of the bargaining team and an



ICU nurse, yelled to the crowd:

“We have tried negotiating, it didn’t work. We tried a petition, but it didn’t work. We are out here picketing. We hope it works. But if it doesn’t, we have to keep moving ... We don’t want to strike. We want to do our jobs. But we want to do it safely.”

Two days later, more than 70 nurses took part in a public hearing over a proposed patient tower at Good Sam with 160 beds. The nurses were all in favor of expanding much needed patient care, but repeatedly challenged MultiCare considering the current state of staffing, how did they plan to staff 160 more beds?

On May 16, a vote of no confidence in MultiCare CEO Bill Robertson was passed unanimously with 400 nurses voting. A day later, two billboards went up on I-5, saying, “Hey Bill!! Safe nurse staffing saves lives. Support WSNA nurses at MultiCare Good Sam.”

WSNA lawyer Pamela Chandran said every action by the bargaining team was exceeding expectations due to the engagement of the nurses.

“This was running a marathon in three months for these folks. It was extraordinary the challenges the unit took on,” she said.

And still no movement.

Chandran said the primary negotiator was from MultiCare, the rest from Good Sam. She said Good Sam’s chief nursing officer stopped coming, and the team felt they were being gaslit.

MultiCare made it clear that they would not put anything about break nurses, ratios, or a specific staffing plan in the contract. But management did send a divisive letter to the bargaining unit, saying, “this is what you are making now,

1. Good Sam nurses held an informational picket on April 26
2. Nurses turned out en masse for the strike vote on June 20 and 21
3. The Good Sam bargaining team put up a billboard aimed at MultiCare CEO Bill Robertson
4. ICU nurse Atalia Lapkin tells crowd at the picket, “We have to keep moving.”





5

and here is what you could be making.”

At one session in May, MultiCare reps told the team, “You will be happy with our proposal,” but it was nothing that they wanted. It was after 2 a.m., and the bargaining team just walked away drained and frustrated.

“It felt like pushing a boulder up a hill,” Richardson said.

The team took a two-week break in June.

Strike assessment

No one wanted to strike, but the nurses felt backed into a corner.

“We are already spread so thin,” said Erin Butler, a bargaining team member on the Progressive Care Unit. “And when you put more and more responsibility on nurses – it puts our licenses and livelihoods at risk.”

Before the strike vote, MultiCare sent employees inaccurate FAQs about strikes and said that management would try to protect people from picketers damaging cars, causing violence, rioting, and bullying and insulting people across the picket line, said Chandran. However, the union had pre-empted management’s misinformation by holding multiple meetings to inform nurses of their legal rights and to provide factual information about strikes. By the time the FAQs came out, Good Sam nurses were fully inoculated and educated.

The strike vote on June 20 and 21 engaged the media. Camera crews were filming nurses filling out their ballots outside the hospital, some who had driven hours on their day off to vote. On

the second day of the strike vote, the union bargaining team was back at the table with management.

Nurses were taking photos, and social media was going wild. Nurses in the field and nurses at the table were communicating furiously, exchanging information and updating each other.

The tally came in shortly after 9:30 p.m., June 21. More than two-thirds of the bargaining unit had voted, and 95 percent said yes to a strike. The vote was making headlines.

During bargaining that day, management showed up with a proposal a little bit better than their last one. The WSNA nurses responded with a comprehensive proposal that held on to better staffing and break nurses.

Immediately after the strike vote was made public and the news outlets interrupted broadcasts with “breaking

5. Ashley Eubank graduated from nursing school in 2020 and tells reporters why she is voting to strike
6. After 20 bargaining sessions, Good Sam nurses have a tentative agreement in the wee hours on June 22

news” of a potential strike, the team started seeing a change in management’s proposals. Both sides were going back and forth.

Just after 4 a.m., WSNA lawyer Chandran asked, “So, do we have an agreement?”


The answer was yes.

Management agreed that nurses would have dedicated break nurses and staffing plans written into the contract. Nurses would also be given 12-24% raises in the first year of the contract, ratification bonuses of \$3,500, and a charge nurse and flex nurse for each unit.

The nurses were cheering and crying.

“The contract we got had just about everything we wanted,” Richardson said. “This came from nurses wanting to strike. I was blown away by that power. I knew it was possible. But to see it in action was something else entirely.”

The Good Sam bargaining was one of the longest and hardest Chandran said she has experienced of more than 100 negotiations. She credits all Good Sam nurses for fighting for what they wanted.

“For nurses to conquer the fear of the unknown and the heartache of walking away from patients is a hard choice,” she said. “The bargaining team provided such effective leadership. It was incredible to watch.” 



6



CHAMPIONS OF CHANGE

2024 UNION LEADERSHIP CONFERENCE

WSNA WASHINGTON STATE NURSES ASSOCIATION

April 28-30, 2024
Campbell's Resort, Chelan

wsna.org/leadership



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, 4.83% 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 tables below show the difference between the monthly amounts of full WSNA membership dues and agency fees for each category and district or region.

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

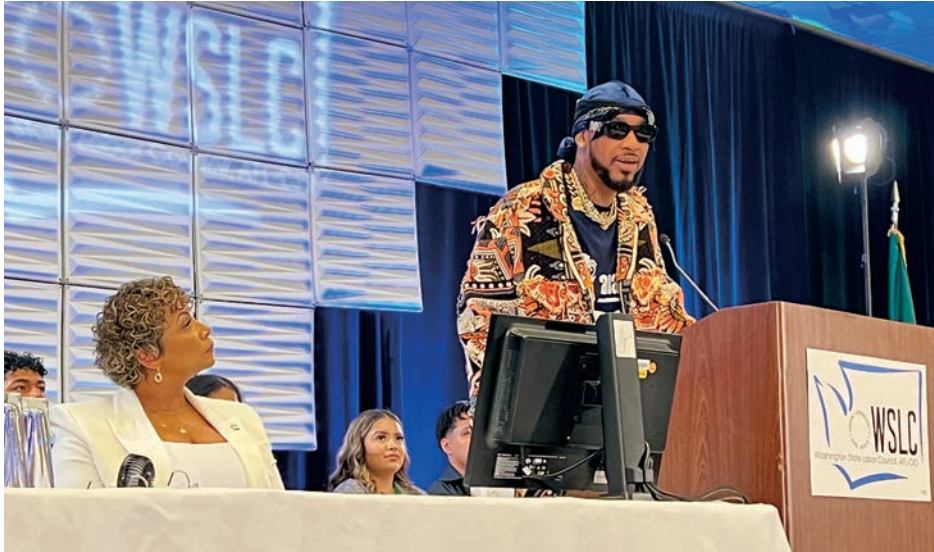
		Category A	Category B	Categories C and D
Region / District	5	\$19.52	\$15.52	\$11.50
	7	\$19.98	\$15.86	\$11.74
	15	\$19.52	\$15.52	\$11.50
	98	\$19.10	\$15.20	\$11.30
	CWRNA	\$22.84	\$18.02	\$13.18
	IENA	\$21.60	\$17.08	\$12.54
	KCNA	\$24.38	\$19.16	\$13.94
	NWRNA	\$20.34	\$16.14	\$11.92
	RONA	\$22.84	\$18.02	\$13.18
SWRNA	\$21.60	\$17.08	\$12.54	

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

Category J	Category K	Category L
\$5.88	\$5.26	\$4.68

Effective Jan. 1 – Dec. 31, 2023 and subject to change with proper notice.

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



Chris Smalls, a prominent voice in the labor movement and former Amazon warehouse worker, addresses attendees at the 2023 Washington State Labor Council Convention.

Washington State Labor Council Convention brings top names in labor

Support for unions in the country is the highest since 1965, according to Gallup poll

BY Gerard Friesz

The 2023 Washington State Labor Council AFL-CIO convention, held July 18-20 at the DoubleTree Hotel in Tukwila, created space to celebrate the many organizing and contract campaign victories across Washington state.

Delegates, including 10 from WSNA, also heard from a variety of speakers, and adopted resolutions on issues that will chart the course of Washington's labor movement in the years to come.

WSNA members served on several convention committees. David Keepnews, WSNA Executive Director, served as co-chair of the Credentials Committee.

Support for unions in the United States is at a near-all-time high. Seventy-one percent of Americans indicated support for labor unions in a Gallup poll released August 30, 2022, the highest percentage since 1965.

Still, some of the most profitable Washington-based corporations are using illegal tactics to thwart the will of employees to form unions. Convention delegates heard from union leaders and members who are leading these organizing drives.

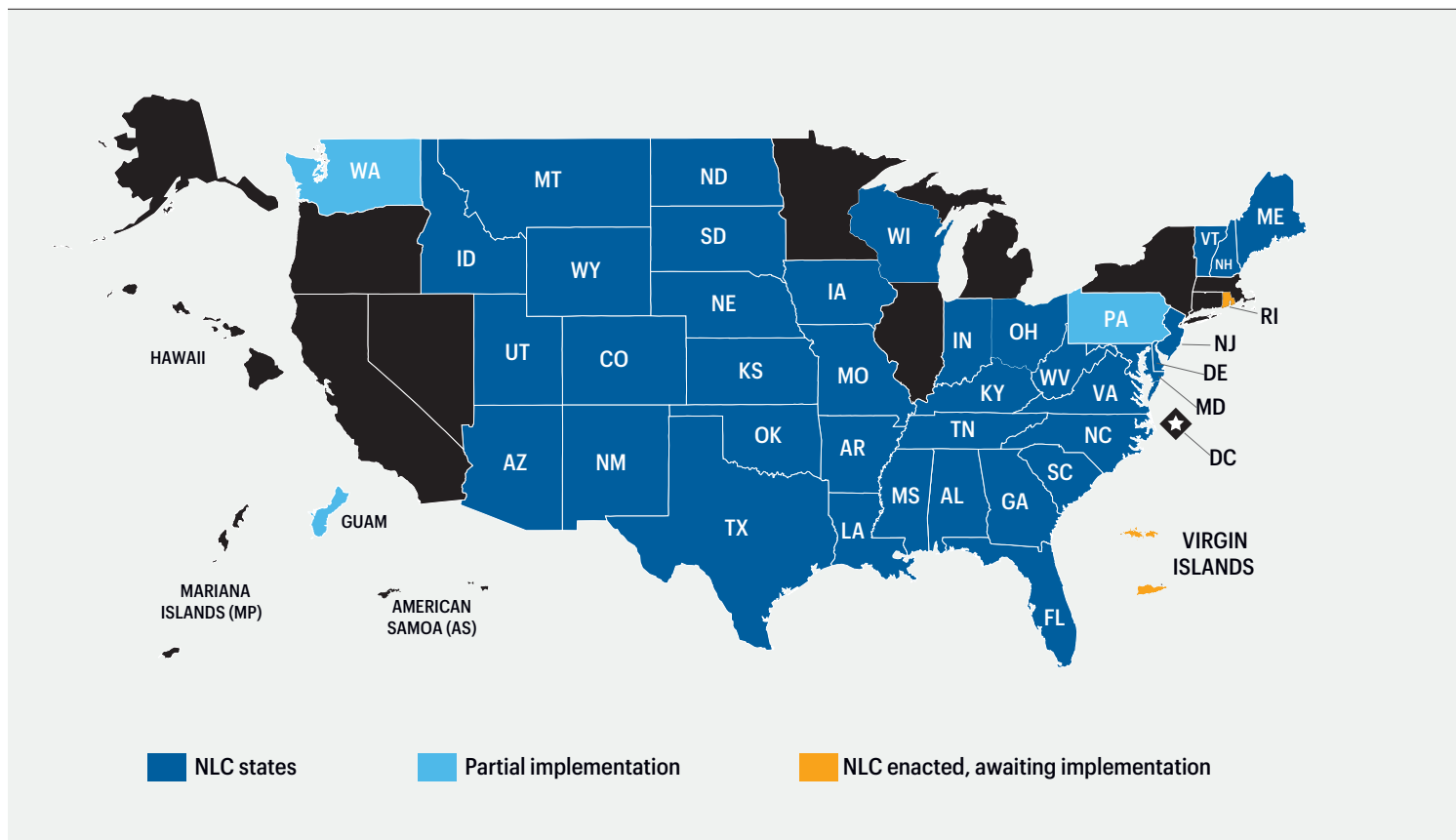
Chris Smalls, a former warehouse worker for Amazon on Staten Island, led a walkout at the start of the pandemic in 2020 to protest working conditions. He was fired the same day. A leaked memo released a few days later by a top Amazon lawyer describing him as “not smart or articulate” was the fuel to get him to organize, according to an NPR interview.

After being fired, he started the Amazon Labor Union with Derrick Palmer, who still worked in the warehouse. They led the first successful union campaign at Amazon, a grassroots effort funded by donations at GoFundMe, that met incredible resistance from Amazon.

Teresa Romero, president of the United Farm Workers, is the first Latina and first immigrant woman to become president of a national union in the United States. Romero was joined by mushroom workers from Ostrom/Windmill Farms in Sunnyside, Washington, as she spoke about the illegal treatment of workers by their employers and their ongoing fight for union recognition. Ostrom's discriminatory actions resulted in a successful \$3.4 million lawsuit brought by Washington State Attorney General Bob Ferguson.

In addition, the 2023 Washington State Labor Convention was the first convention under the leadership of President April Sims and Secretary-Treasurer Cherika Carter, a leadership team elected in 2022 with support from WSNA. Sims and Carter are the first AFL-CIO state federation leadership team led by Black women. Carter is also the first woman and first Black woman to be elected president of an AFL-CIO state federation. ■

Gerard Friesz is director of operations and labor advisor at WSNA.



Changes coming to NCQAC and Washington nurse licensure

BY Gloria Brigham, EdD, MN, RN

▶ On April 21, 2023, Governor Inslee signed the Multistate Nurse Licensure Compact into law. This new law allows a nurse to hold one license to practice in their home state and in other states that have adopted the Nurse Licensure Compact (NLC). In other words, under the NLC, nurses with an active multistate license can practice in other NLC states

and territories without obtaining additional licenses.

To join the Nurse Licensure Compact, the Nursing Commission made a name change. Effective July 24, 2023, the new name is the Washington State Board of Nursing. You may also hear shortened names such as the Board of Nursing, the Nursing Board, and WABON.

What's next? According to WABON, Phase 1 of the NLC implementation began on July 24, 2023. This allowed “nurses with an active RN or LPN multistate licensure (MSL) from another state to practice in Washington state.”

Phase 2 will include rulemaking and processes to issue MSL to nurses in Washington state.

nursing.wa.gov/licensing/multistate-license

Gloria Brigham is the director of nursing practice for WSNA.

Washington State Board of Nursing hires new executive director

THE WASHINGTON STATE BOARD OF Nursing, formerly the Nursing Care Quality Assurance Commission, has a new executive director: Alison Bradywood, DNP, MPH, RN, NHA, NEA-BC.

Bradywood, previously, was the interim executive director of Bailey-Boushay House, a Seattle long-term care facility focused on mental health, HIV, and substance use disorder. She also lectures at the University of Washington School of Nursing.

Bradywood worked at Virginia Mason for 19 years as a registered nurse, educator, nursing director, and senior director of clinical quality and practice before moving into the chief nursing officer role.

She has published several peer-reviewed articles on hospital quality, including multi-disciplinary care pathways, the relationship between nurse staffing and patient outcomes,

the impacts of screening for social determinants of health, and COVID-19 interventions.

Bradywood was the past co-chair of the Washington Nursing Action Coalition, working with a variety of community organizations to address social determinants of health and issues of healthcare inequity. She continues to volunteer abroad supporting non-industrialized countries in developing their healthcare delivery systems.

She holds a Doctor of Nursing Practice degree from Vanderbilt University and a Master of Public Health, Master of Nursing, and Bachelor of Science in Nursing from the University of Washington. Her Bachelor of Arts in Anthropology is from the University of Rhode Island.

Paula Meyer, MSN, RN, FRE, who served as the executive director for 25 years, retired at the end of June.

The Washington State Board of Nursing has a big mission

At a high level, the Washington State Board of Nursing oversees four major areas – licensing, discipline, educational programs, and scope of the practice. Its mission is to protect the public by overseeing nursing care in the state.

The board is a state agency, which enforces laws under the Nurse Practice Act, RCW Chapter 18.79. The law states the purpose of the board is to regulate the competency and quality of nurses under its jurisdiction by establishing, monitoring, and enforcing qualifications for licensing, consistent standards of practice, continuing competency mechanisms, and disci-

pline. The board approves all nursing education and nursing assistant training programs, and regulates the competency and quality of all licensed practical nurses, registered nurses, advanced registered nurse practitioners, and nursing technicians in Washington state.

While the board has the power to discipline nurses, most cases do not result in discipline because there was no violation of the Nurse Practice Act, or because of lack of evidence or lack of jurisdiction, according to board officials.

The governor appoints 15 commissioners on the board for four-year terms – seven registered nurses, three licensed practice nurses, two advanced practice nurses, and three members of the public, who represent consumers

of care. Commissioners may serve two terms.

More than 95 employees work on the board through various departments: legal, licensing, investigation, nursing assistant training programs, advanced practice, and operational.

The executive director ensures that the commission has the resources to do its job but is not a member of the board.

Washington state is now accepting nurses with a multistate license as part of the Nursing Licensure Compact. As part of the legislation in 2023 to join the Nursing Licensure Compact, the agency changed its name to the Washington State Board of Nursing.

LICENSURE FEES WORKING FOR YOU

Washington Center for Nursing (WCN)

\$8 of your nurse licensure fee goes to the Washington Center for Nursing (WCN). The WCN supports nursing and communities in Washington state by providing data on the nursing workforce, increasing diversity, and promoting nursing leadership and education.

wcnursing.org



HEALWA

\$15 of your nurse licensure fee goes to fund registered nurse access to HEALWA. This provides online access to current, authoritative clinical information and educational resources for healthcare practitioners in Washington state. A new document delivery service is available for articles not found on HEALWA.

heal-wa.org

Q & A

Alison Bradywood

EXECUTIVE DIRECTOR, WABON

INTERVIEW BY Bobbi Nodell

Alison Bradywood, DNP, MPH, RN, NHA, NEA-BC, started her new job as executive director of the Washington Board of Nursing (WABON) on May 1, 2023. Here's what she has to say about some of the biggest issues facing nurses in the state.



What attracted you to this position?

I have a passion for supporting nursing and systems improvement. This role has the ability to impact more change on a broader scale than a single organization. “Creative regulation” are not two words that usually go together, but we need to look at our workforce differently and how we apply policy.

How do you see the Washington State Board of Nursing’s role in ensuring safe nursing practice?

The Scope of Practice and the Safe Nursing Practice are areas that we are focusing on for the upcoming strategic plan for 2023-2025.

From a regulatory standpoint, it is important for the board to refine and clarify the Washington Nurse Practice Act. We are continuing to have data-driven approaches to understand high-risk practice areas and then working upstream to mitigate that risk.

What this means for nurses is helping to clarify inquiries about “Can I do this?” or “Does the law allow me to do this?” We have advisory opinions and interpretive statements that speak to what the laws say. Organizational policy will also determine how practice is defined in a specific setting. We want to be proactive in saying, “If you work in a particular area

where we get a lot of questions and concerns, we want you to know in advance what the risks or safety concerns may be.”

For example, we get a lot of questions about cosmetic and elective procedures, about school nursing, and, during the pandemic, about COVID and about practice regulations. We recently received a great question from WSNA on patient abandonment in active shooter situations, and we are working to clarify the expectation in these situations.

As we develop interpretive statements or FAQs, we post written documentation on our practice website (<https://nursing.wa.gov/support-practicing-nurses/practice-information>).

How do you see the board’s role in advancing diversity and health equity?

Diversity, equity, inclusion, and anti-racism are central principles in our work. We are building these into our strategic plan with visible and measurable deliverables and are looking at our key partnerships – Washington Center for Nursing, nursing education programs, WSNA, and many others – to discuss how we can advance diversity in the workforce and how we can prepare leaders and faculty to be better prepared to address these issues.

One example is a partnership with the Washington Center for Nursing on a critical gaps work group assessing diversity in Washington state. While we are making gains in racial and ethnic diversity, there is still more to do to have concordance and lived experiences similar to those of patients that nurses are caring for.

Other current work has examined health equity continuing education, and we have rules

moving forward to put that in effect next year. We also have a pilot project on how to embrace a new framework for rulemaking to better incorporate marginalized and disadvantaged groups and ensure that we hear their voices in policymaking.

The board is involved in disciplining nurses who fail to meet its standards. Should nurses be afraid of the board?

The short answer is no; we do not want people to be afraid of the board. Our actual number of disciplinary cases is incredibly small. We receive a fair number of complaints, but that does not mean they are all opened or result in discipline. In 2022, we had about 2,000 complaints, but only opened about 6%, and even fewer resulted in actual discipline. We are working on making this aggregate data more transparent and expect to have statistics on our website soon.

We maintain a threshold for reckless behavior that exceeds state law and puts patients at risk – not nurses who make a mistake. As a nurse, I can say we have all been in a position where we have had a near miss or an error. No one is going to be harder on that nurse than the actual nurse.

While we do have a disciplinary arm, we are also studying how to support nurses through errors to keep them in the profession. We are also expanding our alternative to discipline program, Washington Health Professional Services, to provide financial support for nurses with substance use and to reduce the related stigma.

There are many concerns among nurses about issues such as safe staffing, workplace violence, and burnout. What is the board's role, if any, in addressing these issues?

First, these are all huge issues. Certainly, this is a concern for me as a nurse and for the board. We need to be mindful of our jurisdiction, and many of these issues sit at the organizational or employment level.

While we can initiate legislation, we need to make sure it is in our jurisdiction and not stepping into the employer-employee environment. The real opportunity for us is to understand the workforce through research, data, and pilot programs. We want to know what new models of care are emerging that may be beneficial to all of us – for the public, for nurses, for organizations, and for policy, ultimately.

We are interested in how we can partner with WSNA and others to support burnout and resilience as shared goals, as these will dramatically impact our workforce for years to come. The board is offering a conference on Oct. 19 and 20 on health and well-being with national experts on these topics. (For more information, see <https://nursing.wa.gov/about-us/events-and-trainings/health-and-well-being-conference>).

How do you see the board's relationship with nursing organizations, such as WSNA?

One of the conversations I have heard frequently is, "Who speaks for nursing in Washington state?" When I need advocacy support, where do I go? When I need research support, where do I

go? When I need policy support, where do I go? I don't think there is any one group that owns that space, and the board, along with other organizations, is working to make it clearer for nurses on the multiple resources available to them and how the board, WSNA, and others support them.

Washington recently joined the Interstate Nurse Licensure Compact. Do you see this as a benefit for Washington?

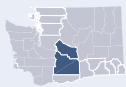
Certainly, this is a hot topic. I think the compact does have the potential to benefit Washington. I recently saw some data that described, in general, the impact for states as they start the compact, and it is about a 2% egress of nurses leaving the state and a 3% ingress.

U.S. News and World Report also just named Washington the best state in the nation for nursing, so we might see some added interest related to our educational programs, salaries, and practice policies. We are also the first state on the West Coast to implement the compact, the 40th state overall.

Concerns about fraudulent educational programs and licensure is something we all need to have our eyes on. With the compact, we can partner with employers more closely to ensure that we are all protecting the public. The more eyes on the licensure criteria, the tighter the safety process. [WN](#)

“ I have a passion for supporting nursing and systems improvement.”

Bobbi Nodell is the marketing and communications manager for WSNA.



Central Washington Region Nurses Association

EMAIL the_team@cwrna.org

WEBSITE cwrna.org

FACEBOOK [@cwrna](https://www.facebook.com/cwrna)

INSTAGRAM [@_cwrna](https://www.instagram.com/cwrna)

Volunteering

Volunteering enriches our lives

Volunteering comes naturally to nurses. We are compassionate and get things done.

CWRNA encourages volunteerism, and the board members all feel volunteering is a great example for young people.

Whether a small or large commitment, everybody benefits from volunteers.

Here, we share some examples of how we are giving back.



Operation Smile



Summer camping

Judi Lyons

President of the Central Washington
Region Nurses Association

I sold campfire candy to assist my daughter who was attending Camp Illahee campfire camp located on the west fork of the Teanaway River. Years later, I became a Campfire leader's assistant. Then I became a candy striper at my local hospital – Kittitas Valley Community Hospital. I worked at the hospital as a nurse for 42 years and volunteered for many special projects.

I also volunteered for WSNA – serving on the board of directors and as president.

Currently, I help the American Red Cross with their blood drives in Ellensburg. Each pint donated saves up to three lives. Last June, there were seven blood drives. Most Red Cross staff come from Yakima, but some come from as far away as Portland. The blood draws take place at the Hal Holmes Center, the Lutheran Church, and the Kittitas County fairgrounds in the Teanaway building.

The Red Cross staff and phlebotomists set up the stretchers, information booths, food tables, computers, and so on. That leaves the food prep station and registration area for the volunteers to set up.

I volunteer because someone took the time to ask me and stand by me to answer my questions or concerns until I got on my feet. Now, I am comfortable doing the registration of donors, preparing the lunch sandwiches and the broth, and serving them all with a smile and a homemade brownie.

Kay Greenwood

As a nurse, I have long felt a fervent desire to volunteer to help others in a benevolent way. I feel that way because I have the skills, time, and ability to help.

Recently, at my church, I gave a full in-service to inform the parishioners how to use an AED that we had recently purchased. It was easy to prepare for, because on YouTube there are dozens of videos from which I could learn. Many of the parishioners do not have the Internet,

computers, smart phones, or the comfort level to browse for instructional videos. So, my 20-minute in-service, which was a little uncomfortable for me, was invaluable to those listening. Afterward, I had 10-15 people thank me and tell me they did not know how easy it was to use and that now they would not be afraid to grab it and use it if they needed to.

Another way I have volunteered is through Operation Smile, a nonprofit that provides world-class cleft care in more than 30 countries, supported by more than 6,000 volunteers from 60 countries (<https://www.operationsmile.org/global-outreach>).

With Operation Smile, I was able to travel to Guadalajara, Mexico, and Hanoi, Vietnam to help low-income children and families.


Local college student volunteers did the translating. I also met medical volunteers from the United States, Canada, the Philippines, and Mexico. They were richly rewarding experiences, physically tiring but very much worth every minute.

My most recent experience volunteering was in August 2023, when I was a camp nurse for two weeks for junior high and high school kids. I dispensed medications and treated skinned knees, sprained ankles, and other minor injuries. In exchange, I was able to relax, read, swim, and meet some other outstanding volunteers all with the same priority: providing a wonderful experience for the kids.

Janna Hagarty

My nursing career began in 1973, and that also began my career of volunteering. Over the years, I have been involved with different organizations that have been wonderful to work with, but the one I have most enjoyed is my time spent with WSNA.

I have had the opportunity to serve on the district/regional level of WSNA as well as the state level. Along the way, I have been introduced to wonderful nurses that have given their time and energy to help make the lives of others more comfortable through their selfless efforts.

Currently, I serve as a volunteer member on the Advisory Committee for Yakima Valley College Nursing Program and WSU College of Nursing (Yakima site). As a member, I was asked to be the representative for WSNA. The committee meets every spring and fall and covers a wide range of topics that pertain to the success of the nursing programs for the Yakima Valley. It is a rewarding experience and a way to help ensure that the quality of our future nurses stays “as the best of the best.” 



Inland Empire Nurses Association

EMAIL admin@ienanurses.com

WEBSITE ienanurses.org

FACEBOOK [@spokanenurses](https://www.facebook.com/spokanenurses)

Election results

Congratulations to the following members who were voted in as the IENA Board for 2023-2024. We appreciate your willingness to serve and look forward to a productive year!

PRESIDENT CO-CHAIRS

- Cheri Osler, ED, D, MS, MA, MSL, RN, LMHC, CNE
- Mikey Anne O'Sullivan, MSN, RN

SECRETARY

- Michelle Waud, RN, BSN

TREASURER

- Martha Goodall, ADN, RN

MEMBERS-AT-LARGE

- Francesca Castillo, RN
- Samuel K. Clark, MSN, RN
- Sarai Libsack, MSN, RN, CPN
- Elissa Pennebaker, RN
- Thomas F. "Chet" Roshetko, Colonel (RET), USAF, NC; BSN, MHRM, MSS, NEA-BC
- Kathleen Thompson, BSN, RN, CDCES
- Bobbi Woodward, FNP-BC

Leadership and resilience

Moe Carrick inspired us all!

IENA, in partnership with the WSU School of Nursing, hosted approximately 75 nurses for a fun and educational evening with Moe Carrick, the founder of Momentum, an organization that teaches leadership, team building, and creating healthy work environments.

This workshop was specifically designed for nursing professionals in the Inland Empire, offering a space for connection, learning, and inspiration.

Led by the remarkable Moe Carrick, a descendant from a long line of nurses and a seasoned healthcare sector professional, this workshop empowered our nurses



Nonie Kingma

with the tools and techniques to build personal recovery and resilience using the SHELTER model.

The attendees discovered a model of team care that helps navigate ongoing stressors and explore the power of bringing your whole self to work.

Through engaging activities, the attendees identified what you can let go of to create space for a more fulfilling life.

By the end of the workshop, the nurses walked away with practical ideas to show up differently for themselves, their teams, their families, and their communities with lightness and joy.

We love supporting our incoming nursing students



IENA is here to support nursing students and encourage them through this journey!

We put together fun swag bags for all incoming nursing students:

Gonzaga University	96 students
Spokane Community College	60 students
Washington State University	81 students
Eastern Washington University	60 students



Brenda Hoyer

Nursing awards

After reviewing many submissions, it was our privilege to announce the winners of our Nursing Awards for 2023.

EXCELLENCE IN NURSING LEADERSHIP

Nonie Kingma

Nominated by Jaclyn Smedley

Nonie has served the nurses of Sacred Heart for many years and in many capacities. She has been an outstanding negotiating team member and, in the last several years, has held the important role of chair of the Nurse Staffing Committee.

Nonie is well-spoken and known for pursuing what is right and just with true grace. Nonie has enforced staffing matrices for safe patient care and has demonstrated to staffing committee members what it takes to be a true leader.

EXCELLENCE IN NURSING PRACTICE

Brenda Hoyer

Nominated by Jennifer Evans

Brenda has been a labor and delivery RN for 24 years, a special care nursery nurse, and a charge nurse on her Labor, Delivery, Recovery, and Postpartum (LRDP) Unit for 21 of those years. In 2010, when the LRDP Unit expanded and the Special Care Nursery was upgraded to a Level 2 Neonatal Intensive Care Unit, Brenda was instrumental in preparing her unit and the senior clinical nurses for their growing role.

In her continued desire to strive for excellence, Brenda obtained her BSN in 2011.

Brenda's personal and professional desire to continually strive for excellence and encourage excellence in others made her the perfect candidate for this Excellence in Nursing Practice Award. [WN](#)



WEBSITE kcnurses.org

FACEBOOK [@kingcountynurses](https://www.facebook.com/kingcountynurses)

INSTAGRAM [@kcnurses](https://www.instagram.com/kcnurses)

Welcome new members!

King County Nurses Association extends a warm welcome to all new members!

As members, you enjoy discounts on continuing education, The Advocate newsletter mailed directly to your door, and access to community grants and professional development funds.

Consider enhancing your leadership skills by serving on one of our committees or board of directors. Fill out an interest form in the Members section at kcnurses.org, and be sure to subscribe to News2Use, our monthly e-newsletter.

For any questions, please reach out to our new Member Services Director Chitra Subramanian (chitra@kcnurses.org.)

Upcoming event

Fall Summit - Homelessness, Trauma, Inclusion Health

Josephine Ensign, DrPH, MPH, FNP
Professor in the Department of Psychosocial and Community Health, University of Washington School of Nursing

Saturday, Nov. 4, 2023, 8:30 a.m.-12:30 p.m.

Good Shepherd Center, Room 202, 4649 Sunnyside Ave N., Seattle.

Cost: KCNA members \$25, nonmembers \$45, students \$15

Registration deadline: Oct. 26, 2023, or until full

Can't attend live event? Register by Oct. 26 to view the recording.

1.5-hour certificate of completion after event evaluation

Dr. Ensign will guide us through current issues around homelessness, trauma, resilience, health equity, and the well-being of marginalized populations. She will discuss trauma in the context of social exclusion and will introduce inclusion health as an approach within which nurses can take on a major role.

Nurses in action: Following the presentation, we will assemble hundreds of cold kits for Real Change vendors. A representative will be on hand to give updates and answer questions about their program.

About the presenter

Dr. Ensign's research focuses on health equity, and her areas of teaching include community health, narrative medicine, and health politics and policies.

She is the author of Skid Road: On the Frontier of Health and Homelessness in an American City; Catching Homelessness; Soul Stories: Voices from the Margins, and other writings. More information can be found at josephineensign.com.

Book club events



Facilitator

Cheryl Cooke, PhD, DNP, PMHNP-BC, psychiatric nurse practitioner, researcher, and teacher has clinical and private practice experience with adults and children. She recently served as a fellow in the Community-Based Integrated Care Fellowship with the University of

Washington Department of Psychiatry and Behavioral Sciences. She has an ongoing interest in health equity, systemic change, and social action.

FALL

In Shock: My Journey from Death to Recovery and the Redemptive Power of Hope

Published: October 2017

Author: Dr. Rana Awdish, an American critical care physician, pulmonologist, and medical director of the Pulmonary Hypertension Program of Henry Ford Hospital in Detroit

Saturday, Oct. 28, 2023, 9-11 a.m. via Zoom

Cost: KCNA members \$20, nonmembers \$40

Registration deadline: Oct. 25, 2023, or until full. Register by Oct. 16 to receive the book in advance

2-hour certificate of completion after event evaluation

In Shock is a riveting first-hand account from a young critical care physician, who in the passage of a moment, is transfixed into a dying patient, hemorrhaging nearly all of her blood volume and losing her unborn first child. She would spend months fighting for her life. Timed at the end of Dr. Rawdish's medical training, this experience instantly lays bare the vast chasm between the conventional practice of medicine and the stark reality of the prostrate patient. Dr. Rawdish comes to understand the fatal flaws in her profession and in her own past actions as a physician.

WINTER

Untamed

Published: March 2020

Author: Glennon Doyle, author, activist, founder of Together Rising, an all-women-led nonprofit organization, and host of the We Can Do Hard Things podcast

Saturday, Dec. 9, 2023, 9-11 a.m. via Zoom

Cost: KCNA members \$20, nonmembers \$40

Registration deadline: Dec. 5, 2023, or until full. Register by Nov. 29 to receive the book in advance

Can't attend the live event? Register to view the recording

2-hour certificate of completion after event evaluation

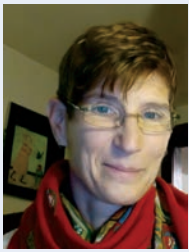
Described as soulful and uproarious, forceful, and tender, Untamed is both an intimate memoir and a wake-up call for women. The book asks us to trust ourselves enough to set boundaries, make peace with our bodies, honor our anger and heartbreak, and unleash our truest, wildest instincts. As Glennon insists: The braver we are, the luckier we get.



Josephine Ensign



Cheryl Cooke



Beth Kruse



Rosa Young

Awards

KCNA presents the 2023 Shining Star Nurse Awards

Join us in celebrating these exceptional nurses who have made considerable contributions to the King County nursing community. Make your nominations for the 2024 awards on our website under the Members tab.

Beth Kruse, MS, CNM, ARNP

Retired, Public Health – Seattle and King County

Beth worked for many years as a lead clinician supporting the Family Planning Program, retiring just this year. Beth’s local and national advocacy for access and provision of high-quality sexual and reproductive health family planning services is especially important in today’s political climate.

She assisted all people, regardless of age, sexual orientation, or ability to pay, and stands out as a patient-centered provider. A fierce advocate for marginalized communities, she built a nursing legacy committed to advancing sexual and reproductive health services.

Beth redeveloped clinical practice guidelines for public health teams, developing quality practice standards such as peer chart audits and provider chart reviews. She established care standards that will continue to be used for years to come. Beth expanded practice in this program to include more LGBTQ+ friendly services, telehealth access, Insti-HIV testing, and PrEP treatment, as well as syphilis care and screening.

With the overturn of Roe vs Wade, Beth has been a local subject matter expert and resource to help ensure our community and those coming into our community have low barrier access to abortion services. She has been a steward of informing leadership and external partners about policies to safeguard abortion access. Beth has contributed her expertise to working groups, task forces, and legislative advisory groups, helping to influence key policies.



Scholarship recipients

Rosa Young, MSN, RN

Retired, Air Force and from VA Puget Sound Health Care System

Rosa has given 50 years of service to the community through nursing. In addition to her professional work, she has applied her talents to her church, her community, and with professional organizations. She continued her nursing work even after retirement, including involvement with First Place, Northwest Kidney Center, First AME of Seattle Church through their Health Ministry, and many others. She is passionate about improving the health of undeserved communities and giving back.

She actively volunteers as a leader in the nursing community, including work with Mary Mahoney Professional Nurses Organization, King County Nurses Association, Washington State Nurses Association, and the American Nurses Association.

Scholarships

Nursing Student Scholarship Award recipients

KCNA distributed 15 local nursing scholarships at \$4,000 each this year. Thank you, donors, for making dreams happen for King County nursing students! Thank you to Salal Credit Union for their continued support of our nursing scholarship fund and other KCNA programs.

We have a diverse group of recipients this year, including 12 women and three men. Recipients identify with various communities, including Latinx, Black, Asian, African, LGBTQ+, Muslim, Indigenous, BIPOC, and more. Among the countries of origin are D.R. Congo, Africa, Vietnam, Somalia, and countries in the Middle East. They have battled

many challenges: facing homelessness, immigration, poverty, first-generation college students, being raised in the foster system, racism, and more.

Below, are a few quotes from scholarship winners:

- “Using my voice in activism and innovation, I can bring real change to the health of my communities.”
- “My mission of social justice, lifelong learning, and respect for the whole patient excites me as a future nurse of color.”
- “As an immigrant woman of color, I knew that pursuing a career in midwifery would allow me to bridge the diversity gap in healthcare and be an advocate for underrepresented women.”

Seattle University scholarship

Jean Claude Cisekedi, Lo’chelle Cox, Hawa Hared, Maryam Khasawneh, and Lina Saeday

University of Washington scholarship

Libby Erickson, Kibrome Feleke, Trina Le, Rudi Rubio Mondragon, Faith Mutuku, Mihkai Wickline, Kim Henriquez, Julie Little, and Randee Robinson

Walden University scholarship

Hem Acharya

To read more about these amazing students and their journeys to nursing school, visit the Nursing Students section of our website. [\[link\]](#)



Northwest Region Nurses Association

WEBSITE nwrna.org

FACEBOOK [@NorthwestRegionNursesAssociation](https://www.facebook.com/NorthwestRegionNursesAssociation)

TWITTER [@NWRRegionNurses](https://twitter.com/NWRRegionNurses)

HELLO TO members in Island, San Juan, Skagit, Snohomish, and Whatcom counties. Here are some highlights from your local professional association.

Supporting the next generation

NWRNA is awarding more than \$10,000 to nursing students this fall through our scholarship program. We are proud to award \$1,000 scholarships to three NWRNA members continuing their academic pursuits in the coming year, as well as five students pursuing initial licensure as an RN. Read more about our scholarship recipients at nwrna.org.

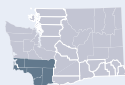
Thank you to our NWRNA members for supporting our scholarship program!

Call for volunteers

NWRNA members are invited to come together to bring NWRNA programs to life. We are looking for volunteers for our Scholarship and Education teams, as well as our Board of Directors. Email Kirk Roberts at office@nwrna.org to find out more.

Thank you to all our members for your dedication to the profession!

– Your NWRNA Board of Directors



Southwest Region Nurses Association

EMAIL marvap@q.com

WEBSITE waswrna.org

THANK YOU to our members in Clark, Cowlitz, Lewis, Pacific, Skamania, and Wahkiakum counties. Your hard work is a credit to our profession!

All members are invited to visit our website at waswrna.org. You'll discover three programs that can help you further your career:

- **Certification testing assistance:** Members applying for or renewing a specialty certification can receive up to \$150 in financial assistance to offset the cost of certification testing. These funds are in addition to assistance offered by WSNA through the American Nurses Association.
- **Continuing education assistance:** Members can receive up to \$250 to offset the cost of continuing education registration fees.
- **Buswell Fund:** Members at PeaceHealth Southwest Medical Center encountering periods of financial need can receive up to \$150. The Buswell Fund is named for a former patient whose relatives donated in honor of the care she received.

Thank you to all our members.

REGIONS

What are regional and district nurses associations?

As a member of WSNA, you are also a member of the regional or district nurses association that includes your county of residence or employment. Regional and district nurses associations are unrelated to local units and are not involved in collective bargaining (union) activities. These professional organizations are supported by a portion of your membership dues and are intended to provide educational opportunities, scholarships, and networking on a local level.

In recent years, many districts transitioned to regions; there are eight current or planned regional nurses associations in Washington state, with remaining transitions still under way.



- A. Central Washington Region Nurses Association**
Kittitas and Yakima counties
- B. Inland Empire Nurses Association**
Adams, Lincoln, Pend Oreille, Spokane, Stevens, and Whitman counties
- C. King County Nurses Association**
King County
- D. North Central Region (planned)**
Chelan, Douglas, Ferry, Grant, and Okanogan counties
- E. Northwest Region Nurses Association**
Island, San Juan, Skagit, Snohomish, and Whatcom counties
- F. Rainier Olympic Nurses Association**
Clallam, Grays Harbor, Jefferson, Kitsap, Mason, Pierce, and Thurston counties
- G. Southeast Region (planned)**
Asotin, Benton, Columbia, Franklin, Garfield, Klickitat, and Walla Walla counties
- H. Southwest Region Nurses Association**
Clark, Cowlitz, Lewis, Pacific, Skamania, and Wahkiakum counties



Rainier Olympic Nurses Association

EMAIL office@rainierolympicnurses.org

WEBSITE rainierolympicnurses.org

FACEBOOK [rainierolympicnurses](https://www.facebook.com/rainierolympicnurses)

INSTAGRAM [rainierolympicnurses](https://www.instagram.com/rainierolympicnurses)

LINKEDIN [rainier-olympic-nurses-association](https://www.linkedin.com/company/rainier-olympic-nurses-association)

Nurse of the year

2023 Nurse of the Year - Kimberly DuBore, BSN, RN

Congratulations to our 2023 Nurse of the Year, Kimberly DuBore, BSN, RN.

Kimberly works as a peripherally inserted central catheter and imaging RN at Harbor Regional Health in Aberdeen. Kimberly's peers nominated her for her passion for advancing her practice, her exceptional patient care, and her support of fellow and future nurses.

2024 Nurse of the Year nominations

Help us select our 2024 Nurse of the Year by nominating one of your peers. The quick and easy online nomination form can be found at www.rainierolympicnurses.org/nurse-of-the-year/. The submission deadline is Feb. 29, 2024. Nominees must be a current R.O.N.A. member. We hope you will take a moment to nominate an amazing colleague for this honor.

Scholarships

Congratulations, scholarship recipients!

This spring, the Rainier Olympic Nurses Association awarded \$8,000 in scholarships to nursing students across our region.

Congratulations to Emily Fry, Matthew Gante, Karli Kooi, Stephanie Savage, and Emily Tuck, who received our College-Level Scholarship and are working on their first registered nurse degree. We also award scholarships to graduating high school seniors beginning their nursing education. Congratulations to Jaeda De Leon, Nancy Ramirez, and Carly Sherman as they begin their nursing education.

2024 Scholarships

Are you returning to school? Our 2024 scholarship applications are available on our website. The application deadline is Feb. 29, 2024. Please help us spread the word to nurses and nursing students across our region! Our Florence Golda scholarship is exclusively for RONA members who are continuing their education.

Monthly giving program

We invite you to learn about our monthly giving program to raise money for scholarships for nursing students; 100% of the 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!

Volunteer opportunities

Information sessions. Help us reach out to the next generation of nurses!

We will be hosting two to three nursing career information sessions this school year. We are seeking nurses from a variety of specialties to share what they love about nursing. To stay informed about upcoming sessions and volunteer opportunities, sign up at www.rainierolympicnurses.org/volunteers-needed/.

Committee volunteers

We are looking for members to join our Scholarship Committee. The time commitment is seven to eight hours in March to early April to review the applications and to meet to finalize the selections. This can be done remotely or in the Tacoma office.

Our fundraising committee is also searching for volunteers. This committee works throughout the year to raise money for our Scholarship Fund. This year, we are planning a restaurant takeover, a Tuesday campaign, Nurses' Month fundraisers, and a garage sale. Volunteer alongside fellow nurses to support the next generation of nurses. Email us for more information about serving on a committee.

Upcoming events

Journal article discussion: safe staffing

Saturday, Oct. 28, 2023, 10 a.m.-11:30 a.m.

Join fellow nurses in discussing two journal articles about safe staffing:

- Patient outcomes and cost savings associated with hospital safe nurse staffing legislation: an observational study, *BMJ Open*, Dec. 8, 2021. Lead author: Karen B. Lasater, Center for Health Outcomes and Policy Research, School of Nursing, University of Pennsylvania, Philadelphia. <https://pubmed.ncbi.nlm.nih.gov/34880022/>
- Evaluation of hospital nurse-to-patient staffing ratios and sepsis bundles on patient outcomes, *Am J Infect Control*, July 2021. Lead author: Karen B. Lasater (same as above). <https://pubmed.ncbi.nlm.nih.gov/33309843/>

Jared Richardson, BSN, RN, will facilitate the discussion as we explore how nurse-to-patient ratios affect patient outcomes and increase financial costs for healthcare systems. This will be a hybrid event. Nurses can join us in person at our office in University Place or via Zoom.

Visit our website to access links to the articles and register for the discussion. Nurses who join the discussion will receive a certificate of attendance.

Save the date – 2024 Nurses' Month Celebration

Saturday, May 18, 2024, Lakewood Elks Lodge

This annual celebration of nurses is a chance to honor our Nurse of the Year and our scholarship winners. Visit our website

Our 2023/24 calendar is still being finalized. Visit our website to learn more about upcoming events. [WU](#)



MONIQUE THOMAS

Executive Assistant of Labor and Operations

When did you start?

May 15, 2023

Please share something about yourself?

I am a modern-day Renaissance woman – a Chicago native who lived in Seattle for over 12 years. A mother of the terrible Ts – a teenager and a toddler. LOL. I have a passion for continuously learning something new. I have five degrees and counting. Two bachelor's degrees, in Sociology (Pre-Law) and English, and three master's degrees – an MBA in Project Management and Marketing, and an MFA in Creative Writing. I plan to get my PhD shortly.

I knew early on that my purpose was to serve humanity, create a better world, and always be the best version of myself. I've

been assisting people all my life and being the oldest of 21 children has its perks.

Working for the WSNA has been a joy! I love that its mission aligns with my fabric of advocating for everyone regardless of their affinity group. To work for an organization that believes in its brand, stands up for fairness and justice, and has the tools to back it up in the process. And the great perk is working with great people who believe in this organization!



GRACE JONES, RN

Nurse Representative

When was your start date?

June 12, 2023

Please share something about yourself.

I live in Madison Valley, Seattle, in a neon-green house with bright purple trim. I also host a large collection of free-range bowling balls in my yard. When I wasn't running around an ICU for the last 15 years, I volunteered as a stage manager for a circus and vaudeville and worked as a medic at Burning Man. I am getting married this October on Friday the 13th in New Orleans, so keep an eye out for my last name changing to Chesterman! I was born in Maine, raised in Boston, and attended nursing school in Philly, but I have fully embraced Seattle as my

home (though I still say "wicked" a lot).

I was involved with WSNA negotiating several rapid-fire COVID memoranda of understanding at the University of Washington, Montlake. I also worked at the University of Washington, Northwest, as a grievance officer and bargaining team member for their 2023-2025 collective bargaining agreement. I worked closely with Hanna Welander to learn even a fraction of her vast organizational knowledge. I took over her assignments when she retired on Sept. 1.



Pam Rimel, Barbara Frye, Lori Bethay, Carmen Garrison, Susan E. Jacobson, Julia Barcott, and Hanna Welander at WSNA's Union Leadership Conference, September 2005.

HANNA WELANDER

Nurse Representative

Hanna Welander, BSN, RN, a nurse representative with WSNA for 19 years, loved her job and her colleagues. Fighting for nurses was a passion. Hanna retired Sept. 1.

When did you start at WSNA?

April 19, 2004.

What did you love about your job?

I started my nursing career in public health, taking care of vulnerable families. At WSNA, I transitioned to helping vulnerable nurses. Throughout my years at WSNA, I was fortunate enough to represent over half of our local units. Each local WSNA officer created a network of support, representing their members and supporting vulnerable nurses.

I considered myself fortunate and honored to partner with them as they fought the good fight, educating nurses about the importance of their union and ensuring that their contracts were honored. Each facility has its own culture, but the overarching message is always unity and solidarity. Together, the nurses were strong!

What is a cherished memory?

I have many cherished memories of helping nurses who thought their nursing

careers were over because their employers were taking adverse actions against them. I've represented nurses who won back their jobs in arbitration after being terminated. I've attended countless rallies and pickets and stood shoulder to shoulder with nurses who pushed for positive changes for all. Helping teams bargain a fantastic contract is exciting and gratifying.

How would you describe your impact?

My colleagues used to call me "Pollyanna" because I was an optimist. I always wanted to instill hope in nurses who were facing difficulty in the workplace. I held their hope in my hands until they could see their way out of a difficult problem. I wanted them to understand that just because their employment situation wasn't great didn't mean their nursing career was over.

Nurses have to remember who they are and why they got into nursing. If one employer didn't want them, plenty more did. I received many thank yous.



I could never have done anything for them if they had just gone away and hadn't gotten in touch. Most went on to a fresh start, whether in their current workplace or a new one. They found better jobs elsewhere, where they were appreciated for what they brought to their workplace.

What is your advice for a new nurse?


Read your contract! Bookmark it on your phone. No matter how familiar I was with a contract, I could never pretend to know everything. I always went to the online version and searched for pertinent articles.

Review your paycheck! Don't assume that the employer is paying you correctly. Make sure your certification, pay, and premiums are included. Make sure your step increases are calculated correctly.

Get involved in your union! Get to know your WSNA officers and unit reps! Go to every single available union meeting. When contract votes happen, go to every single one. Volunteer for committees in your contract, such as Nurse Staffing, Safety, or Workplace Violence.

Greet new nurses. Introduce them to their union and WSNA officers. Support them all you can, especially if they are new grads. Ask how you can help.

Anything else?

This has been the most amazing job. It has been an honor and a privilege to work at WSNA over these 19 years. I am relocating to my vacation home in Florida, leaving behind my incredible colleagues who are all fierce advocates for our nurses. Those that came before and those that will come after all have the same mission, to help. 

IN MEMORIAM



MARA KIEVAL

WSNA loses a beloved staff member to cancer

BY Bobbi Nodell

MARA KIEVAL, A LONG-TIME NURSE REPRESENTATIVE AND FORMER organizer at WSNA, passed away May 19, 2023, with a message.

Three days before her death due to lung cancer at 51, she waved her hand in the air at the hospital and said, “None of this matters. All that matters is love,” said her sister, Shena, 53.

Shena Kieval, a teacher who lives in Barcelona, arrived in Portland May 11 to be with Mara, their mom, Mara’s twin 18-year-old boys, and beloved friends.

Mara was living with a growing mass in her chest that couldn’t be stopped. She was diagnosed with lung cancer April 19. After her first chemo treatment May 13, doctors said there was nothing they could do.

It was hard for her loved ones to believe this was the end.

Last year, Mara was diagnosed with breast cancer and took June through October off to heal. She came back to work cancer-free.

“She felt like she had climbed a mountain,” said Carmen Garrison, a WSNA nurse representative and close friend. She added that Mara worked right up to the day she went into the hospital.

Mara was born June 25, 1971, at the Kaiser Hospital in San Francisco. Her mother, Peg Woodruff, a bookkeeper, was

of northern European descent, and her father, David Kieval, a cable car operator, was of Eastern European Jewish descent.

As her friends and family will tell you, Mara was a force.

At age 5, she went with Shena to sell Girl Scout cookies and did all the door-belling and selling, said her mom. She was famous for making friends wherever she went, said her family.

When her family moved from Petaluma, California, to Orange County on the Santa Ana/Tustin border, Mara took off with a family friend knocking on doors and asking, “Are there any kids here to play with?”

Her mom found out what happened when they were driving down the street and Mara, a kindergartener, said, “There’s a nice lady at that house.”

Mara had good instincts.

The two families became inseparable. They spent holidays together. The moms started a catering business then opened a French restaurant in Tustin. And the kids spent hours building towns with shoe boxes filled with small people and animals.

“Each of the little people had a character,” said Shena. “My town had a newspaper. We had restaurants, elections for the mayor.”

Path to nursing

Nursing was a natural fit for Mara.

In the second grade, Mara volunteered to work with special needs kids. Her mom said since Mara was little she said she wanted to be a “getting out the baby doctor” or a “broken leg doctor.”

She got her nursing degree in Humboldt, California, where her sister was studying.

“She had been gifted a red Fiero, and she pulled into coastal calm Humboldt area, music blasting,” Shena said. “She whizzed in with her So Cal look rocking a side ponytail. She was such a force. My friends were ‘oh my gosh!’”

Mara enrolled in the College of the Redwoods, a community college, before transferring to Humboldt State and grad-



OPPOSITE

Mara Kieval with her sons, Asher (left) and Boston, at a cousin's wedding in Illinois, summer 2022.

LEFT

Mara with her coworkers at WSNA's Union Leadership Conference, Sept. 30, 2013.

Back row, left to right: Sara Frey, Ed Zercher, Carmen Garrison, Hanna Welander, Travis Nelson, Mara, Jayson Dick, Kathryn Nixon, Jan Bussert, and Michelle Rose. Front row: Jaclyn Perkins, Debi Bessmer, Kathi Landon, Barbara Friesen, and Terri Williams.

BELOW

Mara and Ed Zercher perform an educational skit at General Assembly, May 19, 2019.

uating with a nursing degree. She worked as a labor and delivery nurse at a hospital near Arcata and another in Oakland.

Mara met her husband, Jesse Clark, when she was president of the Science and Math Club at College of the Redwoods. In 2001, they married. And in 2004, Mara gave birth to twin boys – Boston and Asher. Her family moved to Oregon when Jesse, an engineer, was transferred. They divorced but lived close and became wonderful co-parents. The boys started college last fall. Boston is attending Oregon State and Asher, University of Oregon.

'Boots on the ground'

In April 2009, Mara was hired at WSNA after working for SEIU.

"She came in with boots on the ground," said Ed Zercher, a WSNA nurse representative hired shortly before her. He said the two of them would often meet after 11 p.m. and brainstorm on campaigns, such as how to organize nurses at PeaceHealth Southwest.

"Some of our best moments were at 1 a.m.," he said. "She ran all hours."

Zercher said Mara felt strongly about nurses working with the security of a union contract.

"We both drank the Kool-Aid and swore we would never work for a nonunion facility," he said.

Carmen Garrison said she first met Mara when Mara helped her with a local unit meeting at Kadlec.

"I just instantly liked her," Garrison said. "We were kindred spirits. We were always down for a fight."

She said Mara exuded positive energy and made those around her feel good. After a few years as an organizer, Mara became a nurse representative.

Gathering rocks

Mara's health took a turn after the pandemic, her mother said. Mara had long-COVID, then breast cancer, and then lung cancer – the same illness that killed her dad at 62.

Her family said Mara quit smoking in January but had a horrible cough. No one could understand why the mass wasn't found sooner since she was being scanned for breast cancer.

After getting sick, Mara started a new hobby that speaks volumes about her legacy. She started gathering rocks and painting them with hearts, hope cancer ribbons, little birds, and animals, Shena said.

"She would go out on walks and plant them places for people to find. I think of all the people who knew Mara. She was such a loving person. So full of love. She touched all these people's lives. Even people who didn't know her found one of her heart rocks. They have a piece of her and her intention. It's so beautiful." ❏

Postscript: WSNA raised more than \$10,000 among staff and colleagues for her sons' college fund. Carmen Garrison decorated dozens of rocks in blue with a heart and an M in the middle. These rocks are in people's homes, their gardens, and special places.



WASHINGTON STATE NURSES FOUNDATION AWARDS 14 SCHOLARSHIPS

'I am excited about fostering social justice and promoting diversity in nursing.'

In 2023, the Washington State Nurses Foundation awarded 14 scholarships worth \$45,000 to some incredible students who want to make a difference with their nursing degrees. Thank you to all the donors whose generous contributions made it possible to give so many scholarship awards.



Jesse Brinson-Wagner

Jesse is an Associate Degree in Nursing (ADN) candidate at Spokane Community College and hopes to earn his degree in the spring of 2024. After graduating from nursing school, he would like to gain experience in the ER to develop skills in critical care, psychiatric care, substance use disorder treatment, and health education. In addition to WSNF scholarship funds, Jesse received support from the Doug Brant Scholarship Fund and was named a Vee Sutherland scholar.

“As a nurse, I plan to continue engaging in patient advocacy and health promotion, both in my hospital shifts and with underserved populations in community health programs. This scholarship means that I can focus my time and resources on the community sooner upon licensure. Without this scholarship, I would have to focus my time (in the form of extra shifts) and wages on paying off loans after graduation, which would postpone my ability to focus on the community. The sooner I am debt free, the sooner I can invest myself wholeheartedly in political action, my community, and professional development.”



Aubrey Butler

Aubrey works full time at St. Joseph Medical Center–Tacoma and is currently enrolled in the RN–BSN program through Chamberlain University. She hopes to graduate in February 2024. The loss of her father from cardiogenic shock after open heart surgery inspired her to become a nurse. In addition to WSNF scholarship funds, Aubrey is supported by the Doug Brant Scholarship Fund.

“With this scholarship money, the burden of financial obligations will be less cumbersome. I know that selecting recipients is not an easy process, and I am honored to be named one. As a nurse, I believe that we continue to better ourselves with more knowledge and the education we gain from our academic endeavors. With that knowledge, we can become better at the bedside, so the patients benefit. Receiving this scholarship will be a big part of that.”



Zoë Evans-Agnew

Zoë is working on her Doctorate in Nursing Practice (DNP) at Seattle University, with an anticipated graduation date of June 2025. She comes from a long line of nurses, including her great-grandmother, grandmother, and father.

“This scholarship means the world to me. This means I will be able to focus on my future career as a PMHNP (psych mental health nurse practitioner) by providing mental healthcare to underserved communities instead of stressing on paying back student loans. This scholarship frees up my time and will allow me to give back to my community and provide mental health care for all people. I am truly grateful to WSNF for funding my education!”



Jamie Felchlin

Jamie is pursuing a Bachelor of Science in Nursing (BSN) at the Washington State University College of Nursing, with an anticipated graduation date of May 2024. She wants to be a support and resource for families and patients when

they are at their lowest points. In addition to general WSNF scholarship funding, Jamie received support from the Doug Brant Scholarship Fund.

“Thank you so much to the Washington State Nurses Foundation for extending these scholarships to me. With these contributions, I will strive for my best in my education and in all the lives I touch. With your generosity, I will work to change the world around me for the better and continue to spread love and generosity to others.”



Stephanie Guizar

Stephanie is an ADN candidate in the Yakima Valley College Nursing Program, with an anticipated graduation date of December 2023. She is a first-generation college student who has worked as a nursing assistant for eight years before pursuing additional education. Her scholarship was provided by the Central Washington Region Nurses Association and administered by WSNF.

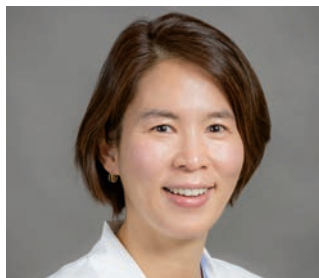
“I am honored to have been chosen for the WSNF scholarship. This scholarship will help me pursue my nursing career without acquiring substantial student debt. Thank you to everyone who has contributed to this foundation; it means so much to nursing students.”



Claire Isert

Claire is currently enrolled in the BSN program at Gonzaga University. She was inspired to become a nurse by her grandmother, who served as a nurse in the Navy as well as in hospitals and schools. In addition to general WSNF scholarship funding, Claire received support from the Doug Brant Scholarship Fund.

“After reading the email stating that I was accepted to receive the WSNF scholarship as well as the Doug Brant Memorial Scholarship, I was beyond thrilled and called my parents right away! This money will be applied to my tuition at Gonzaga University, which will go a long way in helping me pay for school and continue to focus on my education. I feel extremely fortunate and supported by the Washington State Nurses Foundation, and I cannot wait to hopefully practice my dream profession in this wonderful state!”



Jieun Jugao

Jieun is pursuing a Doctorate in Nursing Practice at Seattle University and plans to graduate in June 2025. She decided to become an

adult-gerontology acute care nurse practitioner because she perceives a lack of care and services and would like to advocate for this vulnerable population. In addition to receiving a WSNF scholarship, Jieun was named the Judy Huntington scholar.

“I feel incredibly lucky to have been chosen for this scholarship. It will alleviate some of my financial burden while I am in school and working part-time, allowing me to focus on learning and professional development. I am so proud to be a member of WSNA because my professional standards align with the values of WSNA. They educate nurses and improve the quality of healthcare for all, which is very important to me. After completing the program, I am excited about fostering social justice and promoting diversity in nursing.”



Samantha Lengerich

Samantha is enrolled in the BSN program at the Gonzaga University School of Nursing. Her decision to pursue a career in nursing was based on personal experience with a nurse who had a positive impact on her life during a difficult time. She hopes to obtain a DNP and work as a pediatric nurse practitioner. In addition to general WSNF scholarship funding, Samantha received support from the Doug Brant Scholarship Fund.

“I am thrilled to be selected as one of the recipients of the WSNF

scholarship. This assistance toward my education will help me become a pediatric nurse practitioner, a role that will allow me to give back to my community by increasing the health and wellness of children. I look forward to paying this generosity forward throughout my nursing career and would like to express my utmost gratitude to the WSNF for supporting myself and other nurses as we reach our goals.”



Kimberley Melton

Kimberly is in the LPN-BSN program at St. Martin's University and hopes to eventually complete a DNP in Pediatric Nursing. She has known she wanted to be a nurse since an accident sent her to the hospital for stitches when she was 5-years old. She wants to heal and help others feel better like a nurse did for her.

“It means so much to me to be able to have the opportunity to work towards furthering my nursing education to provide better care for my patients. Obtaining my BSN will help me be a better leader to my fellow nurses and better advocate for my patients' care. I also hope that I can inspire and help others to further their nursing education as well.”



Nkechi Ohaekelem

Nkechi is in the nursing program at Lake Washington Institute of Technology, working toward her ADN after more than 11 years as a nursing assistant. Her long-term goal is to earn a master's or doctorate in nursing. Nkechi was inspired to pursue the nursing profession when she saw the exemplary care her mom received from nurses after she was diagnosed with lymphoma. She was named a Vee Sutherlin scholar.

“I write this to express my honest gratitude for choosing me as one of your WSNF recipients. I was going to drop the fall quarter due to financial constraints before I read your award letter. I could not be more grateful at this moment...My children and I appreciate this a lot.”



Ashleigh Panchot

Ashleigh is working toward her BSN at the Gonzaga University School of Nursing. She plans to specialize in pediatric or pediatric oncology nursing, ultimately working in a children's hospital. In addition to general WSNF scholarship funding, Ashleigh received support from the Doug Brant Scholarship Fund and was named a Vee Sutherlin/Deo Little scholar.

“Thank you to the WSNF for considering me for these scholarships and for naming me a Vee Sutherlin/Deo Little scholar! Coming from a small rural town in southern Oregon, it is difficult for me to afford the expense of attending a private university in a bigger city. It is an amazing feeling to know that I have support from the nursing community outside of my home state. These scholarships will allow me to achieve my dream of working as a pediatric nurse in the future.”



Haven Rainer

Haven is in the BSN program at the Washington State University College of Nursing. She hopes to work with mothers and babies,

ultimately in a smaller rural hospital, where she can help address disparate access to maternal care. In addition to general WSNF scholarship funding, Haven received support from the Doug Brant Scholarship Fund.

“Receiving this scholarship will allow me to put all my energy and focus into completing my educational career on a high note and transition smoothly into the profession. Not only does this scholarship relieve my financial burden, but it also tells me I am seen as a leader in our current and future profession, which is such an honor.”



Nara Rex

Nara is in the ADN program at Seattle Central College and hopes to move into a BSN program after she completes her degree. She is pursuing a career in nursing because she wants to provide understanding and comfort to someone in a tough situation.

“This scholarship award means a lot to me because it allows me to devote my time and attention to my classes. Working as a full-time nursing student can be very challenging, and receiving this award is incredibly helpful in achieving my goals. I truly appreciate this opportunity that WSNF has offered nursing students.”



Courtney Sterling

Courtney is studying for her ADN at Seattle Central College after working as a tech in an emergency department for almost five years. She was inspired to become a nurse in her childhood and teen years, acting as “nurse” to her grandfather, who was in and out of the hospital. Her goal is to work in an emergency department — this time, as an RN.

“This means an incredible amount to not only me but also my family. I am a single mother of a little boy named Quentin. I am extremely happy that he will watch me achieve this, and I hope he realizes that he can do anything that he sets his mind to as well. Your generous gift helps me show him that. Financial stress and affordability for school is something that weighs on students, and you have helped me relieve part of that stress. I will be able to focus solely on another quarter of my studies, worry free about how I'll pay for it.”



NURSES SUPPORTING NURSES

Nurses know better than anyone the challenges and rewards of the profession. Every day, we touch the lives of countless individuals, from the first cry of a newborn to the comforting touch during our final moments. We are healers, educators, and advocates — as the heart and soul of healthcare, our role is irreplaceable.

But the path to becoming a nurse requires dedication, hard work, and financial commitment. **Many aspiring nurses face financial hurdles that threaten to derail their dreams.**

WSNF is dedicated to championing the dreams of nursing students by offering vital scholarships, working to ensure that financial constraints are not a barrier to the calling of nursing.

Go to wsna.org/wsnf to donate and empower tomorrow's nurses.

**WASHINGTON STATE
NURSES FOUNDATION**

The primary goal of the Washington State Nurses Foundation is to advance our profession and facilitate nursing's contribution to the health of our community. WSNF was established in 1982 to support educational advancement for the future of nursing. Contributions to WSNF are tax-deductible. wsna.org/wsnf



WASHINGTON NURSE REVIEW

- 1 What would it take for the WSNA Political Action Committee to make \$600,000?
- 2 Who said, "Nursing is bigger than we ever thought it could be. Employers should not be dictating our vision of nursing."
- 3 Who is Chris Smalls?
- 4 How much money was raised for the Washington State Nurses Foundation at the Washington State Nurses Convention?
- 5 How many WSNA members are part of the volunteer leadership team?
- 6 How many bargaining sessions before Good Sam nurses reached a contract?
- 7 What school has graduated wonderful, motivated nursing students who have often been turned down by other nursing schools?
- 8 Which one of our WSNA Recognition Award winners has a daughter who will soon be graduating from nursing school?
- 9 What is a symptom of PTSD?
- 10 Why should most nurses not be afraid of discipline by the Washington Board of Nursing?

How much did you absorb while reading this issue? Find out by taking this quiz. Answer these questions based on what you've read. If you need help, answers are on page 10. Try not to peek, but remember — it's just for fun!





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Telehealth Assessment for Providers

Workplace Violence: An Ounce of Prevention

Workplace Violence: Washington Requirements

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