

THE WASHINGTON NURSE

SPRING 2000

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In Focus: ANA Affiliation Discussions Moves to Next Steps

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The American Nurses Association's Task Force on Affiliation (TFA) continues to move through its four-step process for deciding whether or not to affiliate with the AFL-CIO. This process was outlined in an article in the Summer 1999 issue of *The Washington Nurse* and I want to take this opportunity to bring WSNA members up to date on where things are today.

The 4-step process includes: step #1 – exploration, which is the assessment and information gathering phase; step #2 – discussion, which involves formal discussions between representatives of ANA and the AFL-CIO; step #3 – negotiation of an agreement; and, step #4 – signing of an agreement.

At the 1999 ANA House of Delegates meeting, delegates were assured by ANA that the State Nurses Associations (SNAs) would be kept fully informed and have the opportunity to provide feedback at each step of the process. This is to happen before moving on to the next step. A decision to affiliate must be made only if that affiliation will serve to advance and strengthen the work of ANA and the SNAs. It is critical, therefore, that the ANA members (i.e. the SNAs) have adequate opportunity to involve their membership in that discussion.

At the ANA Constituent Assembly (CA) meeting in late November, SNAs were advised by the TFA that they planned to move on to step #2 and enter into formal discussions with the AFL-CIO. The ANA Board sought input from the CA and as a result, if affiliation occurs, the United American Nurses (UAN) will be the affiliating body and the UAN National Labor Assembly (NLA) will be the entity to take the final vote on whether or not to affiliate. If a vote is taken in the ANA House of Delegates, it will be worded in such a way as to indicate support for the decision of the Labor Assembly. Currently 17 SNAs and 4 collective bargaining programs of the SNAs have joined the UAN as full members, and 6 SNAs have joined as associates. WSNA is a member of the UAN and will have

six delegates to the first meeting of the NLA on June 20-21, 2000 in Indianapolis.

At this time, WSNA's official position on affiliation with the AFL-CIO is that any decision right now is premature. WSNA does not yet know the associated risks, costs, benefits and limitations that an affiliation agreement would bring us, and the state-wide discussions necessary to making such an important decision have not occurred. However, a decision on this issue may be called for as early as the June 2000 meeting of the NLA. WSNA's Cabinet on Economic and General Welfare and the Board of Directors do not support a decision being made that soon. While affiliation will be a topic of discussion and debate at the June meeting, WSNA is hopeful that the time will be used to clarify concerns, answer questions and to debate the merits of affiliation rather than forcing a premature decision.

Advantages to affiliation could be access to training and research, raid protection and strengthening of SNA labor programs. Disadvantages could be potential membership loss because of a premature vote for affiliation, limits placed on SNA autonomy or large financial requirements. More information is needed for Washington State Nurses to make a decision. Hopefully, new information will be made available to us during the formal discussion phase (step #2) of the affiliation process.

WSNA will continue to keep the membership informed as this process continues. We will continue to participate in the debate at the National level. WSNA will schedule informational meetings when the information you need for meaningful deliberations is available.

The delegates to the UAN and I welcome your opinions, your questions and your concerns on this issue.

Please send these to WSNA headquarters (wsna@wsna.org) or E-Mail me directly at jbussett@centurytel.net.

by **Jan Bussert, BSN, RN**
WSNA President

November 1999 Board of Directors Action

The Board of Directors met in November, 1999, and took the following actions:

1. Endorsed the universal screening of pregnant women for substance use/abuse by providing education, dissemination of information and establishing a web link to the Department of Health. In addition, an article will be placed in *The Washington Nurse*.
2. Ratified the President's action to endorse and co-sponsor the Summit Conference on Save Caring Families and Communities, "The Culture of Violence," which was held in November 1999.
3. Ratified the 1999-2000 WSNA Budget.
4. Approved the PAC Budget for 1999-2000.
5. Noted the Budget Statements, Bank Account Balances and Cash Flow for September and October 1999.
6. Approved the WSNA Year 2000 Legislative Agenda.
7. Adopted the WSNA 1999-2000 Legislative Platform.
8. Adopted recommendation from the WSNA Legislative and Health Policy Council to support the concept of access to care for all, but at this time WSNA will not endorse a specific initiative and will continue to monitor coalitions and proposal for access to care.
9. Approved amendments to the Washington State Nurses Foundation Investment Policy.
10. Approved the dates of April 20-21, 2001 for the WSNA Convention/Summit, and approved the convention/summit site of Pacific Lutheran University in Tacoma, Washington.
11. Approved the date of March 17, 2000 for the WSNA Hall of Fame event, to be held at the Swedish Cultural Center in Seattle, and approved the event fee of \$30.00
12. Approved a ten percent increase for *The Washington Nurse* advertising rates effective January 1, 2000.
13. By acclamation, designated the following WSNA members as recipients of the 2000 WSNA Hall of Fame Awards: Frances Terry, Shirley Gilford, Mary Lee Bell, Elizabeth Thomas, Muriel Softli, and Joanna Boatman.
14. Approved appointments to the WSNA Finance Committee, and the PAC Board of Trustees.
15. Ratified the appointment of Sharmon Hendrickson as WSNA's representative to the Washington State Medical Association End of Life Coalition.

Note the Dates.....

Following are important dates for you to note on your calendars:

2000

May 20 - WSNA Finance Committee Meeting	July 10 - Professional Nursing and Health Care Council Meeting
WSNA Executive Committee Meeting	July 20 - Cabinet on Economic and General Welfare Meeting
May 22 - Legislative and Health Policy council Meeting	July 21-22 - WSNA Board of Directors
June 21-22 - ANA/UAN meeting, Indianapolis, Indiana	September 30 - Cabinet on Economic and General Welfare Meeting (Lake Chelan)
June 23-28 - ANA Convention, Indianapolis, Indiana	October 1-3 - WSNA Leadership Development Conference (Lake Chelan)

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The information in this newsmagazine is for the benefit of WSNA members. WSNA is a multi-purpose, multi-faceted organization. *The Washington Nurse* provides a forum for members of all specialties and interests to express their opinions. Opinions expressed are the responsibilities of the authors and do not necessarily reflect the opinions of the officers or membership of WSNA, unless so stated. Copyright 1999, WSNA. No part of this publication may be reproduced without permission.

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CONTRIBUTOR GUIDELINES—Article ideas and unsolicited manuscripts are welcome from WSNA members (300 word maximum). Please submit a typed copy and diskette (Word Perfect 6.0/Windows 95), and include identified relevant photos, a biographical statement, your name, address and credentials. It is not the policy of WSNA to pay for articles or artwork.

ARTICLE SUBMISSION DEADLINES

Winter November 15
Spring February 15
Summer May 15
Autumn August 15

❖ Comings and Goings



Barbara C. Foster, BA – WSNA's new Labor Relations Organizer, has been hired to a position funded by an ANA grant. She joins WSNA from St. Josephs Hosptial, Bellingham where she worked in the In-Patient Psychiatric Unit as a Mental Health Specialist. There, she gained extensive knowledge and experience in nursing and workplace issues. She knows what it's like not to have representation and to live at the whim of "market forces" with no effective voice in staffing changes, patient care, workplace safety, pay, or benefits. Barbara is working with local unit leaders at University of Washington Medical Center, Children's Hospital and Regional Medical Center, and Virginia Mason Medical Center to increase WSNA membership.



Anastasia Aldecoa, BSN, RN – joined WSNA as an E&GW Nursing Representative in March, 1999. She lives in Spokane and is currently assigned to Sacred Heart Medical Center, the Regional Health District, and the VNA, all in Spokane, Benton-Franklin and Kadlec in Richland, Samaritan LPNs in Moses Lake, and Pullman Memorial. Anastasia graduated from the University of Washington School of Nursing and, during her twenty-four years in nursing, has worked in the acute care setting and as a health educator, organizing and developing a variety of wellness programs.



Carole N. Seymour, BSN, RN – a native of Hawaii and a graduate of the Oregon Health Sciences University School of Nursing. Carole joined WSNA as an E & GW Nursing Representative in March, 1999. She is currently assigned to Virginia Mason Medical Center and Midwives, Children's Hospital and Regional Medical Center, the University of Washington Medical Center, Northwest Hospital, and VNS of NW, Everett. Prior to joining WSNA, Carole worked for Seattle King County Department of Public Health for thirty-three years. Her last position was as the PHN Coordinator for the Health Department's on-site Maternal and Infant Care Program at Harborview. Carole is married and the mother of three daughters.



Linda D. Parrish, BA, JD. WSNA regrets to announce that Linda is leaving to spend more time with her two young children. While WSNA General Counsel, Linda made significant contributions toward the resolution of several pending arbitrations, advised the Executive Director on issues of general corporate governance and oversight, and presented educational topics to the WSNA staff and at the annual Leadership Development Conference. Linda is a graduate of the University of Nebraska in Business Administration, Math, and Psychology and of the University of Washington School of Law. She is married and lived in Japan before joining WSNA in 1999. She will be missed.

WSNA Council Member Publishes New Book

Do nurses merely empty bedpans and give medication without questioning the doctor's orders? Are they only in it for the paycheck with no concern for the nation's health care crisis? To counter these myths and to give prospective and current college students a realistic view of the nursing profession, WSNA member, Janet R. Katz, MSN, RN, C, has recently published Majoring In Nursing: From Prerequisite To Postgraduate And Beyond. (1999: Farrar, Straus, and Giroux).

The book includes sections with interviews and stories from practicing nurses, an extensive reference section listing nursing internet sites, books and journals, nursing organizations and state nurses associations.

The book is available through Amazon.com and local bookstores.

Janet has practiced in acute and critical cardiac care and in cardiac rehabilitation. She is an instructor for Washington State University's College of Nursing and an adjunct instructor and doctoral student at Gonzaga University. She is an elected member of WSNA's Professional Nursing and Health Care Council. Janet is also the author of Keys to Science Success (Prentice Hall), which will be available this fall.



Janet Katz

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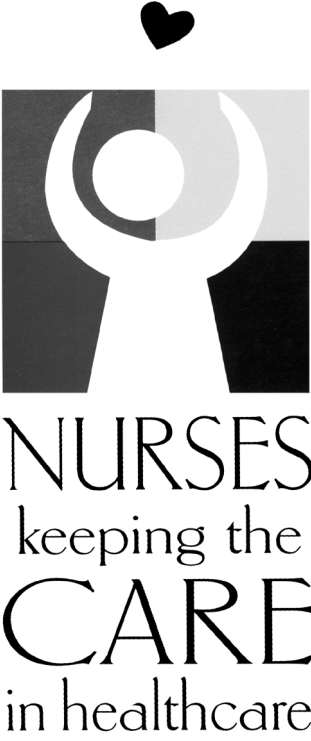
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<http://wsna.org>

Check it out for information, articles, up to date resources and legislative information.

ANA 2000 CONVENTION



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ANA 2000 CONVENTION

WSNF Announces 1999 Scholarship Recipients Set Goals for 2000

By Karen Huisinga and Jean Pfeifer

Each year one of the special privileges of the Washington State Nurses Foundation (WSNF) Trustees is to grant scholarships to talented, deserving nursing students who represent the future of nursing. Recipients are chosen for their academic and professional standing, nursing leadership abilities, honors and awards received, special or unusual life experiences or activities that have impacted their nursing career/goals, long and short term goals for nursing, past work experiences, and their anticipated or present role in professional organizations.

The WSNF Trustees are pleased to announce the 1999 WSNF District Scholarship recipients: Lora Grigsby and Robert Salinger.

Lora Grigsby lives in Burlington, Washington and is enrolled in the nursing program at Skagit Valley College. At the completion of her education in June, she hopes to work in the emergency room where she has volunteered for the past 6 years. Lora's interests include being a "stay at home mom," raising 3 children and volunteering in their preschool programs and other community programs. According to her husband, Laura is an "awesome seamstress and has an incredible green thumb." She has re-

ceived honorable mention as Volunteer of the Year for the Skagit County Community Action Agency and the United Way of Skagit County for the countless hours she gives of herself. Lora's professional goals are to assist others, especially in providing health care to women and children who are battered or homeless.

Robert Salinger, is a resident of Yelm, Washington and currently enrolled in the Nursing program at South Puget Sound Community College in Olympia. Although not yet certain where he will practice when he graduates in June, he remains very committed to serving those less fortunate in some area of psychiatric or rehabilitative nursing. According to one of Robert's nursing instructors, "Robert brings a wealth of life experiences to nursing." Robert began working at the age of 14 and has been employed in construction, in an animal hospital, at a halfway house, as a wilderness survival instructor, as well as working on B-52 bombers while serving in the Air Force. Robert's goals are "to help ensure the future of nursing as a profession and to improve the availability and quality of healthcare for all people, especially those with limited or no access to healthcare."

The Washington States Nurses Foundation Trustees wish to thank all of our 1999-2000 contributors for your support. Your generous contributions allowed us to fund more than \$8,600 in nursing scholarships, educational workshops/speakers, and community health programs in 1999 and to begin an investment plan to endow these programs for the future.

We are especially grateful to our Major Gifts Campaign contributors whose faithful giving to the Foundation is allowing the Trustees to expand the programs and resources available to new nurses coming into the profession as well as increasing resources to practicing nurses in health care settings and communities all over our state. The Foundation's Major Gifts Campaign goal is \$150,000. We are now at the halfway mark in reaching this important goal. Please consider pledging today, or if you have made a pledge in the past, update it as soon as possible. We need the support of everyone to maintain a strong Foundation that is capable of fulfilling its missions of scholarship, education, research and enhancement of the nursing profession in our state. For additional information on the campaign please contact Judy Huntington at 206/443-9762 or visit our web site at www.wsna.org.

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WSNA's Office Headquarters Moving To South Center Area.

Judy Huntington, **WSNA** Executive Director, announced that the location of **WSNA's** new office headquarters will be Suite 101, 575 Andover Park West in the South Center Corporate Square, a 12 building office campus just south of South Center mall in the Seattle suburb of Tukwila. **WSNA** will occupy a large portion of the first floor of the two-story building and will have 23 parking spaces available for use by staff and members. The offices are conveniently located near moderately priced hotels with free airport shuttles, excellent shopping, bus service and less than a mile from I-5, I-405 and the Valley Freeway and within 2 miles of Sea-Tac airport.

WSNA's offices have been located in the Belltown section of Seattle for the past ten years. When **WSNA** first located there, rent was affordable, hotels and parking relatively inexpensive and readily available. However Seattle, including Belltown, has experienced enormous growth due to the economic boom of the last five years – available parking vanished as rates skyrocketed and commercial lease rates have more than doubled.

A tentative move date has been set for May. Although **WSNA's** local phone and fax number will change, the 800-phone number will remain the same: 1-800-231-8482. New phone numbers along with the mailing address will be posted on the **WSNA** website as soon as they are available and notice of the change will be included in all **WSNA** mailings.

The new location offers **WSNA** affordable, convenient space with ample parking, many nearby amenities for our members (including two Starbucks within walking distance) and room to grow.

Board of Directors, Executive Committee and Finance Committee meetings during the biennium:

Board of Directors

2000 July 21-22
November 17-18
2001 March 16-17
July 20-22

Finance Committee/ Executive Committee

2000 May 20
October 14
2001 September 10
May 19

❖ Cabinet on Economic and General Welfare

The Cabinet Members are working to be responsive to the needs of the nurses of **WSNA** who are covered by collective bargaining agreements. Meetings, conference calls and task forces have been used to work on projects and examine current policies for the E&GW program. A few of things we have been working on include:

- Planning for the popular Leadership Conference 2000, in Lake Chelan, has already begun. We hope this year's event will be the best yet. Mark your calendars now for October 1-3, 2000.
- The first meeting of the Local Unit Council was held in September, with the spring meeting to be held in Seattle at WSNA headquarters. The Spring planning committee; Sally Baque (Tacoma General), Pat Lombard (St. Joseph, Bellingham) and Terry Joyce (Southwest Washington Medical Center, Vancouver) plan a information packed day for local unit chairs from around the state. Topics include "Negotiations from Prep to Strike" and "The Mysteries of Membership" to be presented by our new ANA grant funded Organizer, Barbara Foster. The opportunity to network with other nurse leaders from around the state will be one of the most valuable elements of the day long event.
- Handbooks describing the duties of each local unit office are available. Ask your WSNA Rep for your copy.
- Sally Herman, Cabinet Chair, attended the SNA Labor Coalition with Program Director Barbara Frye, President Jan Bussart, and Executive Director Judy Huntington. They have been active and vocal participants in the debate around the UAN and the affiliation issue at the national level.
- The Cabinet will travel to Indianapolis for the first delegate assembly of the UAN in June. This will be a historic first for ANA and the state nurses associations. *WSNA – one of the largest collective bargaining SNAs in the country* – will be there to represent the nurses of Washington state. The Cabinet continues to seek information about the potential risks and benefits of affiliation.
- A task force to review our current Assignment Despite Objection and Grievance forms for possible revision will begin in April.
- Strike Policies and Procedures are being revised and updated. A Strike Manual for the Local Units is being developed.
- A new policy ensuring the integrity of Local Unit officer elections has been developed and implemented.
- The Cabinet is taking an active role in evaluating the effectiveness of WSNA's representation at the bargaining table. Review of the process, by evaluation of previous negotiations, will provide insight and information that WSNA can use to help improve member preparation as they near the negotiation process.

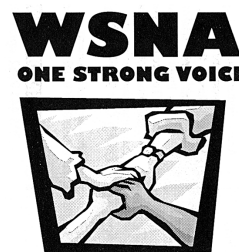
These are only a few of the projects and tasks your cabinet is working on as we strive to make WSNA the strongest and most effective voice for registered nurses in the Northwest. We can accomplish these tasks only with your assistance, commitment, and input. Please contact us at WSNA with your ideas, suggestions and questions.

by **Sally Herman, RN**
Chair, Cabinet on E & GW

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**OCTOBER 1 – 3, 2000
LAKE CHELAN**



WSNA NURSES SAY NO TO MANDATORY OVERTIME!

Negotiating teams representing nurses at *PeaceHealth (St. John)* (Longview) and *Holy Family Hospital* (Spokane) said ***no more mandatory overtime – no more being forced to work even when too exhausted – no more going to work day after day not knowing when you'll be able to go home!***

Hundreds of nurses in these two hospitals, on opposite sides of the state, stood united and gave their hospitals and communities a clear and loud message:

– no more mandatory overtime! – no more unsafe patient care!

Holy Family nurses were able to stay focused on their primary objective throughout the five negotiating sessions. They gave eloquent and passionate presentations on the importance of getting rid of mandatory overtime at their hospital for the sake of both nurses and patients.

Martha Goodall, Local Unit Chair and member of the negotiating team, stated, "Mandatory overtime is abusive to me as a person and is totally unsafe for patients." She then related compelling examples illustrating this fact from her own experience of being forced to work when exhausted.

Danielle Feist observed, "this is the route that is the easiest way to get staff ... we know of holes in schedules weeks in advance that can be covered if the effort is made ... that's not an emergency!"

The team held firm and united when they approved the offer the hospital made trading mandatory overtime for a smaller increase in wages and premiums. Holy Family nurses will receive increases in shift differential, preceptor pay and call pay, in addition to increases of 2.7% in the first year and a CPI of 2.5 to 3% in the second year.

The team also fought back proposed changes in absenteeism policies, decreases in weekend pre-

mium, reduction in the rest between shifts, and charge pay reductions.

Team members, Martha Goodall, Diana Dodson, Kathy Hageman, Danielle Feist, Linda Feist, Pat Murrell, George Waldref, Sue Kelly, WSNA Nurse Representative Barb Heimbigner and WSNA attorney Walt Dunlavey deserve congratulations for achieving what no other hospital in the state has done so far, ***striking mandatory overtime from their contract!***

Great job Holy Family Nurses!

PeaceHealth (St. John) nurses fought a long hard battle resulting in both significant gains and, equally important, prevented many significant take-aways the hospital had proposed.

The hard work of hundreds of hours at the negotiating table, in mediation sessions, doing informational picketing, holding rallies and giving interviews to the media paid off. These nurses attained significant gains in their top issues which included mandatory overtime, economics, maintenance of longevity steps and resisting the hospital random drug testing policy.

A very creative solution was reached to deal with the incredible amount of mandatory overtime nurses have been forced to work at

St. John. The hospital agreed to immediately post new RN positions, and to allow nurses who want to increase their FTEs to do so.

There must also be a 20% decrease in mandatory overtime by August 1, 2000, or the hospital will face substantial financial penalties, including an additional \$5 an hour for all hours worked above FTE and time and one half pay if the nurse is called in to work less than four hours before the shift begins. These numbers will be monitored closely. If the reduction in overtime is not sustained additional penalties will be imposed, including the restoration of weekend premium, which was lost in the last contract.

A huge issue for the nurses was the hospitals insistence on a pay for performance plan. This would not only eliminate step increases, but was seen as a subjective tool which would result in preventing any guaranteed wage increases.

Congratulations to the PeaceHealth Team-Teresa Chambers, Lyndia Braun, Joanne Rauth, Matthew Haven, Melissa Collins, Jane Amata, Marilyn Patterson, Denise Ullmann, Jon Olsen, Kathy Francisco, Nurse Representative Pat McClure and WSNA attorney Walt Dunlavey.

Journal of Nursing Risk Management Seeks Authors and Members for Editorial Board

The department of Legal Medicine of the Armed Forces Institute of Pathology is looking for authors and members to serve on the editorial board of the Journal of Nursing Risk Management for a term of 2 years. Board members are responsible for writing at least 1 article and editing a maximum of 2 article each year. The journal is an annual internet publication (<http://www.afip.org/legalmed/jnrm.html>) containing articles on law, ethics and policy related to health care of concern to the nursing and nursing legal professions. Send manuscripts or author guideline requests to marting@afip.osd.mil or to Dr. Georgia A. Martin, JD, Ph.D., MSN, Dept. Legal Medicine, Metro Plaza 2, 8403 Colesville Road, Silver Springs, MD

❖ Professional Nursing and Health Care Council Update

The *Professional Nursing and Health Care Council* (PN&HCC) met on February 4, 2000, at WSNA offices. The Council's guest speaker was Cheryl Peterson, Senior Policy Fellow, Work Force & International Affairs, from the American Nurses Association. Cheryl presented information on *Work Force Shortage* and made the following points:

- There is a lack of consistent data on nursing and especially employment data, both nationally and locally.
- There is a maldistribution of nurses and a shortage of experienced, specialized nurses (OR, ICU, ER). The West and South have biggest shortages.
- The number of qualified nursing faculty is declining, and faculty salaries lag behind the rest of the profession.
- Getting control of our work place condition and practice is a primary strategy.

Scheduled PN & HC Council meetings:

Monday, July 10, 2000
Saturday, October 28, 2000
Saturday, February 3, 2001
Monday, July 9, 2001

Council members will be working this year on these major position papers:

Nurse Delegation: Sheryl Outcalt, Charla Mae Andrews with input from Pamela Pasquale.

Continued Competency: Nikkie Behner, Claudia Kroll, Janet Katz, Beatrice Wolf, and Pam Pasquale.

Multi-state Licensure: Marva Petty, Michael Kennedy, Merry Armstrong.

Nursing Shortages: Muriel Softli, Janet Primomo, and Janet Toone.

WSNA Chemical Dependency Handbook Revision: Janet Toone and Nikki Behner.

If you are interested in assisting the Council on any of these position papers, contact Joan Garner at WSNA 443-9762 or 1-800-231-8482, ext 3007, or via e-mail: jgarner@wsna.org.

by **Marva Petty MSN, RN**
Chair, PN & HC Council

PN&HC Council Members: Marva Petty (*Chair*), Charla Mae Andrews, Merry Armstrong, Janet Katz, Michael Kennedy, Sheryl Outcalt, Pam Pasquale, Janet Primomo, Muriel Softli, Janet Toone and Beatrice Wolf.

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SWEDISH MEDICAL CENTER

Nurse Legislative Day 2000 a Success due to Large Turnout

Nearly 500 registered nurses and nursing students attended the *18th Annual Nurse Legislative Day*. The event is sponsored by the Washington State Nurses Association's Political Action Committee (WSNA-PAC) along with the School Nurses of Washington (SNOW) and ARNPs United.

"I am so pleased with the record turnout of nurses and nursing students this year. We needed to show our collective strength in advocating for a safe health care work environment and quality patient care," said Janice E. Bussert, WSNA President.

The morning sessions at the Washington Center for the Performing Arts included a panel presentation on the current nursing and health care issues facing the state legislature. WSNA's top priority this session is the Needlestick Injury Prevention Bill (SB 6416/HB 2669). There are over 43,000 needlestick injuries in Washington each year, needlessly exposing nurses and other health care workers to life-threatening diseases such as Hepatitis C and HIV. This bill would require hospitals, clinics and other medical facilities to use safety needles and devices, and involve front-line worker participation in the selection and evaluation of the equipment.

The highlight of the morning was the keynote address by Washington State Attorney General Christine Gregoire, in which she stressed the important role nurses play in public health. Gregoire is the recipient of **WSNA-PAC's 2000 Special Recognition Award** for her leadership in the tobacco settlements.

"It was a wonderful experience for me to see such grand leadership in one place ... WSNA staff and other RNs in attendance provided excellent role models for my students and were an inspiration to me," commented Ronna Loerch, RN, Nursing Instructor at Whatcom Community College.

Following the luncheon reception, nursing students and nurses met with their legislators at the Capitol to lobby on needlestick prevention and other important health care issues.



(pictured left-right) WSNA Executive Director Judy Huntington, WA State Attorney General Christine Gregoire, WSNA-PAC Chair Barbara Lantz and WSNA President Jan Bussert



Spokane nurses meet with their representative during Nurse Legislative Day; (pictured left-right) top row: Carol Oeljen, Jim Pittman, Linda Bordwell, Legislative Aid and Claudia Kroll; bottom row: Kathy Stevens, Representative Duane Sommers and Jan Halloway.



WSNA 2000 Legislative Session Report: March 15, 2000

SB6416 Needlestick Injury Prevention

Each year in Washington state alone, 43,000 health care workers are stuck by dirty needles. Nationally the figure is closer to one million. Technology to reduce needle stick injuries is available. The FDA has approved over 250 devices for marketing as safety devices since the 70's. Yet less than 15% of U.S. hospitals use safer needle devices and systems.

The cost of follow-up for a high-risk exposure is almost \$3,000 per injury even when no infection occurs. According to the American Hospital Association, one case of serious infection can soon add up to \$1 million or more in expenditures for testing, follow-up, lost time and disability payments.

This bill will require that:

- safe needle systems be established for standard use unless workers determine they would jeopardize employee or patient safety
- employers have a written injury control plan that would be updated annually
- front-line worker participation in selection and evaluation of safety devices
- employers maintain a detailed needlestick injury log

The bill passed the Senate (39-9) but died in the House. The opposition to this bill was the Washington State Medical Association. This year they "killed" our bill by working to amend language to exempt all physician-owned clinics from this requirement.

SB 5805 ARNP's completion of prescriptive authority

ARNPs are given expanded prescriptive authority to include schedule II through IV drugs of the Uni-

form Controlled Substances Act. The dispensing of schedules II through IV controlled substances is limited to a maximum of a 72-hour supply of the prescribed controlled substance. ARNPs may order or prescribe these drugs under joint practice arrangements and collaboration with a physician or osteopathic physician. The Medical Quality Assurance Commission, the Board of Osteopathic Medicine and Surgery and the Nurse's Quality Assurance Commission are directed to jointly adopt a process and criteria to implement the joint practice arrangements.

Effective date: 90 days House vote: 98-0 Senate vote: 47-0

2SSB 6199 Patient Bill of Rights

This bill includes the following consumer protections:

- Carriers offering health plans (including disability insurers, health care service contractors, health maintenance organizations, and state health plans) must comply with requirements regarding the privacy of an enrollee's health records; the disclosure of information about health plans to enrollees.
- Guarantees access to participating health providers of their choice, including specialists; and timely review of health care disputes through a grievance process.

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- An enrollee may bring a civil action (after first seeking redress through independent review) against a carrier for damages for substantial harm proximately caused by its health care treatment under accepted standards of medical care.

Effective date: 90 days Senate: 48-1 House: 98-0 Senate concurred: 45-1

SB 6067 Modifying Access to Individual Health Insurance Coverage

This bill was an attempt to address the 600,000 people in Washington state who are not able to purchase individual insurance in 32 of the 39 counties, and the 250,000 people with individual policies living in fear of losing it.

The compromised version of the legislation will:

- extend the uncovered period for pre-existing health condition from 3 months to 9 months.
- eliminate a consumer's security of guaranteed renewal of policies currently provided by allowing health plans to screen applicants and restrict portability between plans.
- screen out the sickest people (about 8% of the population) and force them to enter a state-run health insurance pool with premiums 25-50 percent higher than private health insurance.
- extend the state subsidy BHP coverage for families with an income from 200% (\$34,100 a year for a family of 4) of the fed-

eral poverty level to 250%, or about \$42,625 a year.

- reduces the current retrospective loss ratio from 90% to 74% as being reasonable for benefits provided.

Effective Date: 90 days Senate 43-5 House 86-12

SB 5590 Expanding the health practitioners who may request administration of oral medication in school settings

Makes a technical change to the common school statute to allow "any" licensed health care practitioner acting within the scope of their practice, the ability to send a written request for oral medication administration to school. Currently, the statute is isolated to say only licensed "physicians and dentists" have that authority.

Effective date: 90 days House: 98 Senate: 44

HB 1218 Nurse Delegation

The settings where nurse delegation may occur in community based settings, i.e.: boarding homes, adult family homes, and DD settings. Hospitals & long-term care facilities are exempted settings. An RN is not limited to delegating specific tasks. Delegation may only occur after the nurse decides it is in the best interest of the patient, if the patient is predictable & stable, and has evaluated the competency of the NA and determines that delegation is appropriate & safe. Certain tasks cannot be delegated, such as acts that require substantial skill and judgment, medication by injection, sterile procedures, and central line maintenance. The NCQAC is directed to write rules and to develop nurse delegation protocols, including standards for informed consent.

Effective: 90 days House: 91-0 Senate: 47-0

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Monte Bersante is an experienced attorney who represents nurses before the Nursing Care Quality Assurance Commission. Prior to becoming an attorney, Mr. Bersante worked in the Coronary Care Unit at King County's Level 1 trauma center and on the open heart team at the largest private hospital in Washington State.

920 Fawcett, Tacoma, WA 98402

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Patient's Bill of Rights

State version passed the legislature as the federal version heads into conference committee

As the Washington State Legislature adjourns for 2000, one of the victories of the session for the citizens of Washington is the passage of a *Patient's Bill of Rights*. WSNA worked along side other providers, consumers groups and legislators (both Democrats and Republicans) to achieve this important legislation. The bill passed unanimously and was signed by Governor Locke.

This bill (2SSB 6199) offers the following consumer protections:

- Carriers offering health plans (including disability insurers, health care service contractors, health maintenance organizations, and state health plans) must comply with requirements regarding the privacy of an enrollee's health records; the disclosure of information about health plans to enrollees.
- Guarantees access to participating health providers of their choice, including specialists; and timely review of health care disputes through a grievance process.
- An enrollee may bring a civil action (after first seeking redress through independent review) against a carrier for damages for substantial harm proximately caused by its health care treatment under accepted standards of medical care.

At the federal level, the House of Representatives passed a strong bipartisan bill that holds health plans accountable when their decision to withhold or limit care injures patients; protects doctors and nurses against retaliation when reporting quality problems and advocating for their patients; and allows patients to appeal denials of care to an external, independent entity whenever life or health is jeopardized.

The Senate passed a weaker version that neglects to include these much needed protections. As a result, a Senate-House Conference Committee is scheduled to meet and reach a compromise version of the two bills.

The Senate ... passed a weaker version ...

WSNA, along with ANA is working hard to ensure that consumers get a TRUE patients bill of rights. In January, WSNA had the opportunity to meet and speak with Senator Slade Gorton about this bill and other nursing issues. As a result, Senator Gorton has written a letter to the Senate conferees urging their support of important components such as patients having access to emergency room treatment; children being able to go directly to a pediatrician; health professionals (nurses!) having a fair means to advocate for their patients without fear of retaliation; and, the right to hold health plans accountable after having exhausted both the internal and external appeals process. The full text of Senator Gorton's letter is located on the WSNA website at www.wsna.org

Senator Gorton is seeking your input on this important issue, so please take the time to respond.

WSNA encourages you to contact other members of the Washington Senate and House delegation and ask them to urge members of the conference committee to support the following important components of a Patients Bill of Rights:

- ensure that treatment decisions are made by health care providers
- hold health plans accountable when their decision to withhold or limit care injures patients
- allow patients to see outside specialists at no additional cost when those in the plan can't meet their standards
- require plans to pay for emergency services if a reasonable person would consider the situation an emergency
- protect doctors and nurses against retaliation when reporting quality problems and advocating for their patients
- prevent health care professionals from being financially rewarded for limiting a patient's care
- give women direct access to ob/gyn services
- allow patients to appeal denials of care to an external, independent entity whenever life or health is jeopardized



Senator Gorton visited WSNA in January to discuss nursing concerns. (pictured left-right) WSNA Executive Director Judy Huntington, WSNA President Jan Bussert, Senator Gorton and ANA Health & Safety Specialist Susan Wilburn

WSNA-PAC Appreciates 'the things you do'

WSNA-PAC would like to give special thanks to:

Capitol City Nurses Association (WSNA District #13) for its generous supply of muffins and bagels at the Washington Center for the Performing Arts.

Fort Vancouver Nurses Association (WSNA District #11) for its contributions in support of Nurse Legislative Day.

Yakima Valley Nurses Association (WSNA District #6) for its contributions in support of Nurse Legislative Day.

King County Nurses Association (WSNA District #2) for its donation towards student lunches.

Pierce County Nurses Association (WSNA District #3) for its donation towards student lunches.

St. Joe's Tacoma Local Unit for its donation towards student lunches.

Tacoma General for its donation towards student lunches.

ARNPs United and SNOW for their help in the planning and contributions in support of Nurse Legislative Day.

ALL OF YOU who donated student lunches and made contributions to WSNA-PAC.



WSNA-PAC Board of Trustees: (left to right) Kathleen Lange, Chuck Cumiskey, Julia Weinburg (back), Barbara Lantz, Jon Olson (back), Kathi Gibbs and Betty Power.

Contact your Senators and Representatives today:

Senate:

Senator Slade Gorton (R)
Attn: Eric Earling
10900 NE 4th St. #2110
Bellevue, WA 98004
phone: 425/451-2106
eric_earling@gorton.senate.gov
Senator Patty Murray (D)
111 Russell SOB
Washington D.C. 20510
phone: 206/553-5545
senator_murray@murray.senate.gov

House of Representatives:

Representative Jay Inslee (D, 1st District)
308 Cannon HOB
Washington D.C. 20515
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jay.inslee@mail.house.gov

Representative Jack Metcalf (R, 2nd District)
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Washington, DC 20515
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WSNA-PAC would like to thank the following individuals for their contribution towards the \$20 for the Year 2000 Campaign:

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Janet R. Holloway
Linda Jacobsen
Lori Jacques
Christina Kennedy
Kerri E. Kuljis
Patricia Lanove
Deborah Leslie
Patricia MacFaddon
A. Moemenam
Camdace Mercer
Carolee Pettett
Connie Phillips
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Eleanor Rich
Wendy Robins
Leslie Rousos
Andrea Schrock
Marion Tingle
Diane Wagner
Pam Wedge

WSNA-PAC Needs ***YOU!***

Are you interested in politics and nursing issues?

WSNA-PAC is seeking *YOUR* participation in the upcoming *2000 Candidate Health I.Q. Evaluation*. You will join other nurses in your area to interview and educate candidates running for office about nursing and health care issues.

If you would like to participate, please contact **Anne Tan** at 206/443-9762 ext. 3006 or via e-mail at atan@wsna.org



Keep informed on the newest CE offerings by calling the CE Hotline on the WSNA Information Bulletin Board at 206/443-9762 or 800/231-8482.

Continuing Education Calendar April through September, 2000

This calendar is a listing of continuing education offerings that have been approved through WSNA or another ANCC approval mechanism.

If you wish to apply for WSNA approved contact hours, please request the Guidelines Packet for Continuing Education Approval (\$30 fee), payable to WSNA, 2505 Second Avenue, Suite 500, Seattle, WA 98121 206/443-9762. WSNA is accredited as a provider and approver of continuing education in nursing by the American Nurses' Credentialing Center.

A. University of Washington Medical Center,
Ericka Jackson, Conference Coordinator
Box 356076, Seattle, WA 98195
206/598-4065

B. Good Samaritan Hospital
Karen Chraska
407 - 14th Ave. SE
Puyallup, WA 98371
(253) 848-6661, ext. 2876

C. Pacific Lutheran University
Center for Continued Nursing Learning
Tacoma, WA 98447
253/535-7683

D. Edu-Center for Nurses
677 Ala Moana Blvd. Suite 912
Honolulu, Hawaii 96813
808/599-7735

Keep informed on the newest CE offerings by calling the CE Hotline on the WSNA Information Bulletin Board at 206/443-9762 or 800/231-8482.

April, 2000:

Advanced EKG Interpretation: Making Sense of 12 Leads; April 1; Hawaii; Contact Hours: 7.8; Fees: \$131; Contact: D.

Certified Rehabilitation Registered Nurse Review Course (CRRN); April 3-5, 2000; Puyallup; Contact Hours: 25.2; Fees: \$395; Contact: B.

Continuous Quality Initiatives / Team Series / Group Decision Tools; April 4; Contact: B.

Why Did You Become A Nurse? April 5; Tacoma; Contact Hours: 3; Fees: \$39; Contact: C.

Navigating the Future: Charting Your Course to Best Practice; April 5-7; Seattle; Contact Hours: 15.5; Fees: \$425; Contact: A.

Foundations in Chemotherapy Practice; April 10-11; Shoreline; Contact Hours: 15.6; Fees: \$195; Contact: A.

Antibiotic Resistant Organisms: Are You Ready? April 13; Tacoma; Contact Hours: 4; Fees: \$49; Contact: C.

Newborn Infant Assessment and Nursing Care; April 15; Hawaii; Contact Hours: 8.3; Fees: \$123; Contact: D.

Nursing Career Development: Doing It "My Way"; April 15; Hawaii; Contact Hours: 8.1; Fees: \$148; Contact: D.

Understanding Case Management: Beginning & Advanced; April 15; Hawaii; Contact Hours: 8.1; Fees: \$148; Contact: D.

Rapid Response: Emergency Skills in Patient Care Setting; April 17; Shoreline; Contact Hours: 8; Fees: \$120; Contact: A.

Basic Life Support; April 17; May 15; June 19; July 17; Puyallup; Contact: B.

Management Development Series: Communication Styles; April 19; Puyallup; Contact: B.

BCLS Instructor Course & Basic Instructor Renewal; April 20; Puyallup; Contact: B.

7th Annual conference of AAPPN (Association of Advanced Practice Psychiatric Nurses); April 21-22, 2000, Federal Way, WA; Contact: AAPPN, 206-524-4090.

Continuous Quality Initiatives / Team Series / Tools for Collecting and Interpreting Data; April 27; Puyallup; Contact: B.

Gerontological Nurse Review for ANCC Certification; April 28-29; Hawaii; Contact Hours: 15.6; Fees: \$220; Contact: D.

Geriatric Chair Exercise Seminar: Fitness Programming for Older Adults; April 29; Spokane; Contact Hours: 8.4; Fees: \$149; Contact: Sit and Be Fit, 509/448-9438.

May, 2000:

IV Therapy Workshop; May 1; Puyallup; Contact: B.

9th Conference on Occupational Hazards to Healthcare Workers; May 3-5th; Seattle; Fees: \$395; Contact: WSNA, 206/443-9762, Ext. 3005.

Oncology Nursing Society 25th Annual Congress; May 11-14; San Antonio, TX; Contact Hours: vary; Fees: \$300-\$525; Contact: ONS, 412/921-7353, Ext. 553.

Preventing Needlestick Injuries: The Time is Now (National Internet & Satellite Teleconference); May 12; 4:30 - 6:30 PM. PST; Seattle; Contact Hours: 2.4; Fees: 0; Contact: WSNA, 206/443-9762, Ext. 3005.

Adult Medical Surgical Nursing Procedures; May 15-18; Tacoma; Contact Hours: 25; Fees: \$400; Contact: C.

Assessing Lab Values for the Older Client; May 16 & 23; Tacoma; Contact Hours: 6; Fees: \$59; Contact: C.

❖ Continuing Education

Keep informed on the newest CE offerings by calling the CE Hotline on the WSNA Information Bulletin Board at 206/443-9762 or 800/231-8482.

Movement and Relaxation as Healing Strategies; May 17; Tacoma; Contact Hours: 3.5; Fees: \$29; Contact: C.

On the Fast Track: 2000 (Discharge Planning); May 18; Tacoma; Contact: Elizabeth: 253/756-6557.

Complete Foot Care Course; May 19-21; Seattle; Contact Hours: 28.6; Fees: \$280; Contact: American Orthopaedic Foot and Ankle Society: 206/223-1120.

Basic Preparation Course for Parish Nurses; May 30, 31, June 1, July 10-11; Tacoma; Contact Hours: 30; Fees: \$395; Contact: C.

June, 2000:

National Nurses Training Program: OSHA Compliance Directives for BBP; June 2; Seattle; Contact Hours: 4.5; Fees: 0; Contact: WSNA, 206/443-9762, Ext. 3005.

ACLS-1 and 2 Day Course; June 14-15; Puyallup; Contact: B.

July, 2000:

Introduction to Perioperative Nursing; July 5-August 3; Tacoma & Clinical Sites; Contact: C.

Keeping Kids Safe in the Classroom; July 6-7; Tacoma; Contact Hours: 15; Fees: \$150; Contact: C.

Introduction to School Nursing; July 10-13; Tacoma; Contact Hours: 30; Fees: \$395; Contact: C.

Managing School Emergencies III; July 14; Tacoma; Contact Hours: 7; Fees: \$85; Contact: C.

September, 2000:

Culture & Health Care in China; 3 weeks + in September; Tacoma & China; Contact: C.

INDEPENDENT SELF STUDY COURSES:

Home Study Course to Meet HIV/AIDS Certification; Contact Hours: 4 or 7; Fees: \$56 - \$80, Contact: Health Impact 1-800-783-2437.

Home Study Course to Meet HIV/AIDS Certification; Contact Hours: 4 or 7; Fees: \$25; Contact: B.

Simms vs. ABC Hospital: A Nursing Negligence Law Suit; Contact Hours: 30; Fees: \$200; Contact: Creative Education Unlimited, LLC, 888/545-9991.

Smith vs. ABC Hospital: A Nursing Negligence Law Suit; Contact Hours: 30; Fees: \$200; Contact: Creative Education Unlimited, LLC, 888/545-9991.

Calling All Canadian Nurses!

Did you get your nursing training only to have to leave Canada to get a job? Would you like to change that?

The Northwestern Health Services Region is recruiting for nurses to work full-time in northern Alberta. We can offer you:

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Relocation Assistance A Diverse Work Experience

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To apply or get more info, contact:
Human Resources

Northwestern Health Services Region
PO Bag 10,000, High Level, AB T0H 1Z0
Phone: (780) 926-4391 or Fax: (780) 926-4379
Email: pmoorman@admin.nwhsr.ges.ab.ca
Web-site: www.telusplanet.net/public/nwhsr

Successful candidates will be required to provide a current, original Criminal Records Check in accordance with the Protection for Persons in Care Act [Section 5.(3)].
Northwestern thanks all applicants for their interest, however, only applicants being considered will be contacted.

Web Sites for Nurse Educators

With a little creative searching, I've located a full range of nurse educator sites for you to explore. These offer everything from thoughtful discussions, position papers, journal features, press releases, moderated discussion forums, links to valuable technical and media pointers, and extensive job, organization, and conference listings.

Job Opportunities: The National League for Nursing's site lists more than forty faculty or administration positions in thirty institutions: <http://www.nln.org/info-employlist.htm>

Organizations: The European Federation of Nurse Educators (FINE) web site gives you the opportunity to keep up to date with education and practice concerns in Europe: <http://www.prov-liege.be/fine/fine.htm>

On the National League for Nursing site, you will find information about its Partnership for Quality Education grants and several publications: <http://www.nln.org/>

Go to the American Association of Colleges in Nursing (AACN) to find extensive reference lists generated from the Colleagues in Caring Project, including one on education articulation and mobility:

<http://www.aacn.nche.edu/CaringProject/reference.htm>

Discussions: The AACN site also includes a recent bulletin on the Challenges of Distance Education:

<http://www.aacn.nche.edu/Publications/issues/Jan2000.htm>

Press release on Declining Nursing School Enrollments:

<http://www.aacn.nche.edu/Media/NewsReleases/2000feb17.htm>

A Position Statement on Standards of Academic Scholarship:

<http://www.aacn.nche.edu/Publications/positions/scholar.htm>

Return to the NLN's site to view their Paper on The Future of Nursing Education: Ten Trends to Watch:

<http://www.nln.org/infotrends.htm>

Journal sites for educators include the Journal of Nursing Education:

<http://www.slackinc.com/allied/jne/jnehome.htm>

Recent topics on the Worldwide Nurse site include care plans and sufficient orientation for RNs returning to school and the clinical area. View the moderated forums for educators (select nursing discussion, then nursing educators): <http://www.wwnurse.com>

Finally, a rich resource for valuable technical and media pointers has been prepared by Jack Yensen on his Virtual Nursing College site, including how to exploit Web clinical resources as well as how to add music to a Web page: <http://www.langara.bc.ca/vnc/ksu/ksu.htm>

Barbara Holz Sullivan, MSN, RN
WSNA Practice & Education Specialist

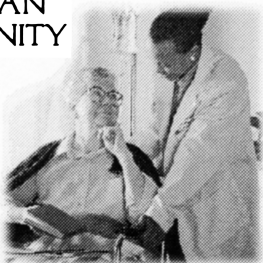
Next Issue: Workplace Safety Sites.

Are you looking for the latest, up-to-date information on immunizations?

Here are some valuable resources:

- **Washington State Department of Health Immunization Program** - ask questions about the immunization schedule, requirements for school, vaccine safety questions, and much more:
Phone number: (360) 236-3595
Website: <http://www.doh.wa.gov>
- **Centers for Disease Control and Prevention National Immunization Program:** Phone number: 1-800-232-2522
Website: <http://www.cdc.gov/nip/>
- **Immunization Action Coalition and Hepatitis B Coalition:**
Phone number: (612) 647-9009
Website: <http://www.immunize.org/>
- **National Coalition for Adult Immunization:**
Phone number: (301) 656-0003
Website: <http://www.nfid.org/ncai>
- **National Network for Immunization Information:**
Website: <http://www.immunizationinfo.org>

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Member Articles Requested

WSNA Members are encouraged to submit articles for *The Washington Nurse*. All article ideas or manuscripts are welcome. Contact WSNA for article deadline date. Submissions after deadline will be held till next issue.

Submission requirements:

- (1) Typed copy original
- (2) Relevant photographs—optional.
- (3) A biographical statement including your name, your nursing credentials and a return address.
- (4) Electronic copies (computer disks) are encouraged to be sent along with the document.

Please Note: It is not the policy of WSNA to pay for articles or artwork.

Who can you turn to when you need legal help?

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Marilyn Brown Singer, JD, RN

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FRED HUTCHINSON CANCER RESEARCH CENTER

Fred Hutchinson Cancer Research Center need female volunteers to participate in a study investigating the effects of magnetic fields on the production of reproductive hormones and metatonin.

Volunteers must be 20 – 40 years old, residents of King/So. Snohomish County, have regular menstrual periods, not be taking hormonal contraceptives, not have been pregnant or nursing within the last year and not be taking metatonin supplements. Time commitment is approximately 5–7 hours over 3 months. Participants receive \$100 upon completion of study. Call 206.667.7212 for more information.



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CHAIRPERSON, DEPARTMENT OF NURSING

Creative, enthusiastic, congenial group of professionals are looking for an innovative Chairperson of the Department of Nursing to lead us into the new millennium! While successfully achieving North Dakota Board of Nursing approval and NLNAC accreditation of both our Associate of Science in Practical Nursing Program *and* Bachelor of Science in Nursing Completion Program, we have strived to maintain excellence in nursing education and, at the same time, adapted both programs to meet the challenges of the changing rural healthcare environment.

The Dickinson State University nursing programs have a reputation for producing quality graduates who are adept in functioning in a variety of rural and urban nursing practice settings. Opportunities for distance education program development, maintenance of a strong community network, and participation in holistic nursing practice within a cancer treatment center currently under construction are but a few possible professional rewards to be found here.

The 12-month administrative duties include: assuming a major responsibility for coordinating, planning and directing the nursing programs; providing administrative oversight and leadership; developing and managing the department budget; scheduling and staffing of courses; and collaborating with, supervising and evaluating faculty and staff. A reduced teaching load is provided due to the administrative duties. Required degree qualifications include an earned doctorate in nursing or a related field and a master's degree in nursing. Both degrees must be from regionally accredited institutions. College nursing education administrative and teaching experience preferred.

This is a 12-month, tenure track faculty position. The salary is competitive with an attractive benefit package, including TIAA/CREF retirement and Blue Cross/Blue Shield health insurance. Appointment date is July 1, 2000.

Review of applications will begin immediately and continue until the position is filled. Submit a letter of application, resume, transcripts and names of five references to: Jane Hoerner, Department of Nursing, Dickinson State University, Dickinson, ND 58601.

About Dickinson State: A comprehensive state institution, Dickinson State University is a unit of the North Dakota University system. The University employs 200 faculty and staff with an enrollment of approximately 1,900. Dickinson State has shown a strong growth pattern in enrollment over the course of the last decade. More than 50 programs are offered at the undergraduate level. The institution is comprised of two colleges: the College of Arts and Sciences and the College of Education, Business, and Applied Sciences (in which the Department of Nursing is situated). Students enjoy small classes and individualized, personal attention by strong, supportive, committed faculty whose priority is teaching.

About Dickinson: The community boasts a population of approximately 18,000 and is the region's center for shopping, cultural events, entertainment, and medical and other services. The city offers an outstanding quality of life including excellent public and parochial school systems. Dickinson is located near the colorful North Dakota Badlands, where President Theodore Roosevelt once ranged. Southwestern North Dakota offers recreational opportunities to hunters, anglers, campers, cross-country skiers, hikers, and all who enjoy the outdoors.

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Dickinson State University is an AA/EOE institution.

