

THE WASHINGTON NURSE

SUMMER 2000

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Washington Nurses



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THE WASHINGTON NURSE

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ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

August 2000

30 PAC Board of Trustees

September

4 Office Closed — Labor Day Observed
27 CEARP Committee
30 Cabinet on Economic and General Welfare — Lake Chelan

October

1 Local Unit Council Bi-Annual Meeting — Lake Chelan
1-3 Local Unit Leadership Training — Lake Chelan
6 Deadline for Submission of Nominations for WSNA Elected Offices & Bylaw proposals due
21 WSNA Executive Committee
21 WSNA Finance Committee
28 Professional Nursing and Health Care Council
31 Proposed Resolutions deadline

November

17-18 Board of Directors
23-24 Office Closed — Thanksgiving Holiday

December

25-26 Office Closed - Christmas Holiday
27-29 Office Closed (tentative) — Christmas Week

January 2001

1 Office Closed — New Year's Day Observed
15 Office Closed — Martin Luther King, Jr. Day
19 Slates for WSNA Elected Offices Mailed to Organizational Units

February 2001

3 Professional Nursing and Health Care Council
10 WSNA Finance Committee / WSNA Executive Committee
12 WSNA Legislative Day — Olympia
19 Office Closed — Washington's Birthday Observed
19 Deadline for Self-Declared Candidates for WSNA Elected Offices

WSNA BOARD OF DIRECTORS & HEADQUARTERS STAFF

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VICE PRESIDENT

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Debra Weston

INFORMATION RESOURCES AVAILABLE WSNA WEBSITE

<http://wsna.org>

In Focus: Workforce and Workplace Concerns Highlight ANA House Action



The 2000 ANA Convention, including the inaugural meeting of the United American Nurses (UAN) National Labor Assembly, the new labor arm of ANA (see related article on page 4), and the annual meeting of the ANA House of Delegates (HOD) were held in Indianapolis June 21–28. With the theme “*Nurses: Keeping the Care in Health Care*,” the convention included more than 80 educational sessions, forums and plenary sessions. It was a whirlwind of non-stop action, motions, caucuses, celebrations, and lots of laughter, very early mornings and many late nights! WSNA was well-represented with a full delegation. Complete coverage of the ANA Convention, UAN and HOD actions is in the July/August issue of *The American Nurse* and on the *NursingWorld* website at <http://www.nursingworld.org/pressrel/2000/pr0628.htm>, however I would like to highlight a few the key decisions.

Of very high priority to the HOD were issues nurses face daily in their current practice environment. There was overwhelming support for ANA to continue the promotion of the *ANA Principles for Nurse Staffing* (see <http://www.nursingworld.org/readroom/stffprnc.htm>), which utilizes patient acuity levels and fac-

tors in elements such as the experience level of nursing staff, staff mix, geographic unit design and technology in use. This action report also calls upon ANA to develop strategies to help nurses address unsafe staffing practices, ensure nursing involvement in staffing decisions and promote nursing research to strengthen the link between staffing level and quality patient care outcomes.

In a separate action report, the ANA HOD addressed the issue of mandatory overtime. Recognizing that nurses have always responded to ‘the call to duty’ in times of disaster and emergency, the HOD affirmed that there is no circumstance where ‘mandatory’ overtime is appropriate. Language was adopted affirming that a nurse’s refusal to accept mandatory overtime does not constitute patient abandonment. This action report calls upon ANA to “oppose mandatory overtime, provide a tool which defines the rights and responsibilities of nurses faced with overtime and build upon the research that examines the relationship between hours worked and the ability to provide safe care.” (See <http://www.nursingworld.org/pressrel/2000/pr0628.htm>)

The HOD passed a resolution outlining strategies to ensure patient

safety and specifically prevent medical errors, which are estimated to lead to as many as 98,000 deaths annually. ANA has long advocated a systems approach aimed at ensuring safe patient care, and has reinforced their position and efforts following the highly publicized release of an Institute of Medicine (IOM) report, “*To Err is Human: Building a Safer Health System*.” As part of this action, the HOD directed ANA to inform the public and policymakers of the effects of downsizing and restructuring on patient care; support specific IOM recommendations on preventing medical errors; and promote passage of whistleblower legislation. The measure also calls for ANA to promote the development and implementation of policies supporting appropriate nurse staffing levels and for the use of nursing quality indicator data to demonstrate improved quality of care and reduced errors.

The ANA HOD approved action to protect the practice and secure third-party reimbursement for RN First Assistants. This action will involve collaboration with the Association of Perioperative Registered Nurses (AORN) as we move forward with state regulatory and legislative action.

Lastly, the HOD passed an emergency resolution in response to the American Medical Association (AMA) campaign “*Citizens Petition to the Health Care Financing Administration*” which calls for restrictions on the scope of practice of the Advanced Practice Registered Nurse (ARNP) as well as other non-physician providers. The ANA HOD action involves advocating for ARNPs to receive Medicare reimbursement whether practicing independently or in an interdisciplinary practice and also that ANA pursue legislation protecting the rights of all ARNPs to practice fully within their scope of practice.

In special session, the HOD amended the ANA. The new lan-



WSNA Delegation

guage establishes a Commission on Workplace Advocacy to provide a permanent structure within ANA to ensure nurses not represented for collective bargaining will have access to an effective workplace advocacy program.

Your WSNA delegates worked many long hours in advancing the goals of the ANA HOD. I would like to recognize and thank them: Jeanne Avey (Longview), Marty Avey (Spokane), Betty Blondin (Gig Harbor), Holly Emmett (Tacoma), Barbara Frye (Seattle), Sally

Herman (Mt. Vernon), Mike Krashin (Lakewood), Judi Lyons (Ellensburg), Judy Miller (Spokane), Phyllis Mitchell (Issaquah), Pam Rimel (Yakima), Lisa Ross (Spokane), Peggy Sala (Spokane), Kay Skaftun (Seattle), Judy Turner (Tacoma), John Tweedy (Mt. Vernon) and Julie Weinberg (Bow). In addition, the delegation had excellent support from some very important non-delegate member attendees from Washington: Kim Armstrong (Olalla), Joan Caley (Vancouver), Joan Garner (Maple

Valley), Judy Huntington (Kent), C.J. Welter (Seattle), Susan Wilburn (Seattle) and Pat Markosky a long-time member now residing in Florida.

While always a struggle to plan personal time and professional time, I hope each of you will attend an ANA convention - it's truly worth it! And while you're at it, *consider running as a delegate for the next convention* - in Philadelphia in 2002!

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

WSNA Members Elected to Top ANA Positions

Election time at the 2000 ANA Convention was an exciting time for all attendees, but particularly for two prominent and long time members of the Washington State Nurses Association (WSNA) elected to ANA office.

Janice E. Bussert, BSN, RN was elected to the ANA Board of Directors (staff nurse position) for a four-year term. Jan is currently the President of WSNA. Her current ANA positions include Vice-chair of Constituent Assembly and member of the Task Force on Workplace Advocacy. Janice received her nursing diploma from St. Elizabeth School of Nursing and her BSN from Gonzaga University. She has over 30 years of nursing experience and is currently employed at the Vashon Health Clinic. As a member of the ANA Board of Directors, Janice pledges her "commitment to meet the challenges nurses are facing in the workplace and draw upon my long history in organizational leadership roles to address these issues."

Joan M. Caley, RN, MS, CNAA, CS was elected to the ANA Congress on Nursing Practice and Economics for a four-year term. Joan has more than 25 years of diverse nursing experience. Her numerous roles have included staff nurse, nursing supervisor, clinical nurse specialist, administrator, and nursing faculty. Joan is currently an Appraiser with the ANCC Magnet Hospital Program and has served as a member of both WSNA Board of Directors and Chair of the WSNA Legislative Committee.

WSNA congratulates both Janice and Joan on their election victories. "Janice and Joan will give nurses in Washington a strong voice at the national level. I am so very pleased that all of nursing will now have an opportunity to share the expertise of these two nursing leaders," commented Judy Huntington, MN, RN, WSNA Executive Director.

Mary Foley, who became ANA President when Beverly Malone re-

signed the position for an appointment to HHS, was elected to a two-year term as ANA President. For complete ANA election results go to Nursing World at <http://www.nursingworld.org/pressrel/2000/pr0629.htm>



Janice E. Bussert, BSN, RN



**Joan M. Caley, RN, MS
CNAA, CS**

WSNA Board of Directors Supports ANA's Ongoing Exploration of UAN Affiliation With AFL-CIO

The WSNA Board of Directors, following the lead of the WSNA Cabinet on Economic and General Welfare, took action at its July 21st meeting to go on record in support

of the ongoing work of the ANA Task Force on Affiliation as it explores the options for a UAN charter with the AFL-CIO. Cabinet members, returning from the first

meeting of the National Labor Assembly, reported on their support of the discussions, which could lead to a special meeting of the UAN NLA later this fall.

WSNA Members Participate in Historic First Meeting of United American Nurses National Labor Assembly

On June 21–22, 2000, WSNA members Kim Armstrong, Sally Herman, Marty Avey, John Tweedy, Jeanne Avey, Pam Rimel (accompanied by WSNA staff Barbara Frye and Judy Huntington) participated as delegates in the first meeting of the National Labor Assembly (NLA) of the newly formed United American Nurses (UAN), ANA's national labor arm. It was truly an historic meeting as more than 100 RN delegates, members of State Nurses Associations local bargaining units, came together as the largest national union representing registered nurses in America.

The mood was energetic, optimistic, and futuristic. The delegates debated and defined the critical issues facing staff nurses all across America with a determined and united voice. The delegates passed twenty resolutions and actions plans including united positions on mandatory overtime, staffing, workplace safety, organizing and a national labor agenda. Additionally, the NLA strongly supported continuing discussions with the AFL-CIO about an affiliation agreement with the UAN.

UAN provides WSNA, and all other SNAs, more resources, support and clout on the national level than previously available. Visit the ANA web site, *NursingWorld*, at <http://www.nursingworld.org/pressrel/2000/pr0625.htm> for more information about the NLA's actions and for the text of the stirring opening speeches by Cheryl Johnson, former Chair of the ANA Institute on Collective Bargaining and the current Chair of the UAN, and Linda Stierle, ANA's new Executive Director. These can be found at

<http://www.nursingworld.org/pressrel/2000/convspch/index.htm>

Cheryl, a dynamic ICU staff nurse from Michigan, has been invited to be the keynote speaker at the annual WSNA Leadership Development Conference in Chelan on October 1–3. Do not miss the opportunity to meet her and hear more about the United American Nurses - the union for nurses, by nurses. For ongoing information about the development and positions of the UAN visit <http://www.nursingworld.org/uan/>



Cheryl Johnson, UAN Chair, and Susan Bianchi-Sand, UAN Staff Director

ANA President Tours Hospitals During National Nurses Week

While in Seattle during National Nurses Week attending an ANA co-sponsored national needlestick injury prevention workshop ANA President, Mary Foley, MS, RN visited with nurses at Tacoma General Hospital and Childrens Hospital Medical Center on May 5th. WSNA President, Jan Bussert, BSN, and Executive Director, Judy Huntington, MN, RN, accompanied Foley as she toured all of the nursing units at both facilities. The local unit officers, WSNA Nurse Rep and members of the nursing administration staff, who led the tours, warmly greeted Foley at each hospital. Foley stopped frequently to talk with nurses and nursing students about their nursing experiences, concerns and hopes for the profession and to wish them a happy Nurses Week.



ANA President, Mary Foley, MS, RN tours Tacoma General Hospital during recent visit to Seattle.



New Members

March 1 to July 1, 2000

DISTRICT #1

Mt. Baker

Seren Anderson
Theresa Breslin
Pamela Cannon
Susan Crain
Kelly Harper
Valerie Harris
Robin Jackson
Joanne Jordan
Stacy Libby
Cordell Mantyka
Robert McKell
Susan McKinnon
Carla Norris
Suzanne Plemmons
Robyn Range
Nicole Reeher
Debbie Reid
Cindy Taddonio
Dawn Thorpe

DISTRICT #2

King County

Judy Anderson
Karen Austin
Pamela Balazic
Jennifer Barker
Mary Bates
Margaret Baunach
Angela Beirne
Katherin Bichsel
Bonnie Blabhy
Dawn Christensen
Deborah Coates
Pat Corley
Linda Crowe
Karen Cabbage
Stace Differding
Lis Doherty Watt
Tanya Evans
Margaret Faughnan
Lorna Florentino
Lara Flores-Patacsil
Linda Gardner
Karen Giovi
Shaun Hadley
Kelly Halverson
Jodi Hancock
Daniel Hidalgo
Elaine Higley
Sarah James
Jayme Johnson
Kathleen Kelly
Don Korneliussen
Patricia Lee
Roseanna Lozada
Vilma MacAndog
Julie Matzen
Angela Morgan
Sue Nelson
Laurie Neymeyer
Joseph Niemczura
Eileen O'Quin
Ann Padilla
Juanita Palma

Daisy Parker
Tricia Penttila
Mary Peterson
Erin Roberts
Jo Ann Rodger
Marjan Sanayei
Gary Scott
Sharalyn Shafer
Elizabeth Smiley
Van Sperry
Carolyn Sundheim
Mary Thyparambil
Julie Totzek
Nicole Trimble
David Trudell
Genevieve Turla
Robin Vaughan
Melissa Venskus
Karen Waterson
Bettina Williams
Gloria Woodhouse

DISTRICT #3

Pierce County

Joan Alspaugh
Kim Anderson
Sandra Baldwin
Sherri Bernal
Crystal Billings
Jeanette Blum
Ann Clark
Michelle Conan
Mary Jan Crowden
Suze Davis Reyes
Aimee Davis
Diana Davis
Marcia Dyer
Elizabeth Erkers
Nanette Espiritu
Angelo Fazio
Amy Fietz
Lorna Figueras
Marjorie Fleig
Lucinda Fulton
Frances Gilbert
Jennifer Gleason
Barbara Gumbert
Barbara Hall
Anna Hess
Nancy Hilsman
Demetria Howard
Elizabeth Jones
Wanda Jonson
Sharon Judie
Heidi Keyes
Sarah Lang
Julie Larkin
Sunny Legerski
Laura Luu
Natalie Martin
Theresa Nollan
Tessa Ottow
Carol Penwell
Laura Randall
Jennifer Riffel
Maria Ther Runez

Kathleen Russell
Candis Sponberg
Karen Thomas
Debra Wegener
Howard Welsh
Margaret Woehrle
Sheil Wojewodzki
Nancy Wolf

DISTRICT #4

Inland Empire

Erin Abromeit
Eugene Bates
Pamela Hoag
Nicole Holman
Melanie Mears
Lisa Morasch-Archambea
Christine Slider
Candida Trostel
Pegg Vandegriffe
Rut Zornes-Lucas

DISTRICT #6

Yakima Valley

Dolly Goedhart

DISTRICT #7

Wenatchee

Carrie Bonner
Nora Cantrell
Brenda Erickson
Randal Kesterson
Linnea Paull-Ferguson

DISTRICT #8

Grays Harbor

Joan Donovick
Mathili Espinosa
Christina Rogers
Marci Schefstrom
Linda Sommers

DISTRICT #9

Snohomish County

Matt Geiger
Deborah Hammer
Jeri Hunter
Gayle Hylback
Susan Keen
Devero Lavasseur
Lynn Maleta
Megan Orren
Michael Rabung
Ramah Ryan
Elizabeth Seagran

DISTRICT #10

Lower Columbia

Patricia McVey
Shawnee Orth
Jaymie Paine
Melissa Wright

DISTRICT #11

Fort Vancouver

Debra Astete

Anaya Balter
Tammy Bauska
Carri Deeney
Camille Emineth
Brenda Gartman
Carmen Gonzales
Cora Grant
Sandra Harrison
Darla Hernandez
Angelita Hill
Crys Kisselburgh
Lori Lester
Judith Lund
Michael Maher
Marla McCune
Jocelyn Miclat
Carol Miner
Anita Mitcham
Denise Reese
Toni Ryan
Louise Shores
Carla Taylor
Joann Walsh

DISTRICT #12

Clallam/Jefferson

Julie Higgins

DISTRICT #13

Capital City

Paula Schuler-Tillman

DISTRICT #15

Tri-Cities

Tracey Dobkins
Karla Evans
Kirk-Christensen
Patricia Lyons
Christine Newton
Melanie O'Brien
Kerry Schafer
Mary Schubert
Patti Umland

DISTRICT #16

Skagit-Island-San Juan

Louise Brown
James Bryner
Leigh Cooper
Leora Dempsey
Heather Flores
Reginalda Hahn
Melani Huffstodt
Maria Pfeffer
Robyn Price
Deanna Rollins
Colette Sparacio
Jo-Anne Stewart
Mary Tralle

DISTRICT #17

Kitsap County

Stephani Bjorgen
Jennifer Culkin
David Hutchason
Aurelia Leal



Carol Mabbutt

DISTRICT #18

Kittitas County
Teri Collier
Jennif Hagemeyer
Monet Schweitzer
Charle Shoecraft

DISTRICT #98

Pacific, Asotin, Lewis, Oaknogan, Ferry, Ocean Beach
Rudi Bakke
Deborah Barber
Virginia Chapman
Martha Clouse

Valorie Elwood
Rebek Groeneveld
Kimm Harper
Shirley Landgren
Jana MacNally
Sherry Majors
Carmen Neem
Marilyn Smith

Mary Walker
Claudia Walters
Una Westfall

WSNF Grants \$1000 to Support Public Health Nurses Educational Conference



At the request of the public health nurses in Spokane, the Washington State Nurses Foundation (WSNF) Board of Trustees has approved a grant of \$1,000 to help co-sponsor Dr. David Olds, Professor of Pediatrics and Director of the Prevention Research Center for Family and Child Health at the University of Colorado Health Science Center in Denver, CO, as a speaker at a community educational conference on October 4-5, 2000 in Spokane.

Dr Olds is a highly respected researcher and public health expert whose research has consistently demonstrated the effectiveness of utilizing public health nurses in an individual-based model to improve the outcomes of care with first-time mothers.

His model, in use for the last 15-20 years, has shown consistent results in more than 13 communities across the country, including Elmira, NY, Memphis, TN and widely throughout Oklahoma.

The WSNA local unit of the Spokane Regional Health District, in an effort to educate the public and community about the role and importance of the public health nurse, has joined with a local community advocacy organization, SCAN (Support, Care and Networking for Families) to sponsor the two-day conference. This annual conference features experts in the field of child development, abuse and neglect to help educate community practitioners and providers of services to children about these issues. This year SCAN has also ar-

ranged for Robin Karr-Morse and Meredith Wiley (co-authors of *Ghosts from the Nursery: Tracing the Roots of Violence*) to participate as speakers. Including Dr. Olds augments the planned conference agenda and ensures a larger audience from across the state.

The Spokane nurses would like to invite all interested nurses to attend the conference. Dr Olds will speak the morning and evening of October 5th. The Marycliff Institute, a private agency of physicians and child therapists, will sponsor an open-forum where Dr. Olds will speak to the public.

For more information about the conference and how to attend, contact SCAN at (509) 458-7445.

WSNA Office Relocation Update

New Headquarters
South Center Corporate Square
Suite 101, 575 Andover Park West
Tukwila, Washington 98188
Telephone: 206/575-7979
Fax: 206/575-1908
Toll Free: 800/231-8482



Bright and early on Saturday May 13th, the moving vans pulled out of Seattle and headed for WSNA's new home at: 575 Andover Park West, Suite 101, Seattle, 98188, located in the South Center Corporate Square, a 12 building office campus just south of South Center mall.

Except for a few minor technology glitches, the move went very

well and was completed over the weekend with WSNA up and running as usual on Monday morning.

WSNA occupies a large portion of the first floor of the two-story building and is now 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

the Sea-Tac airport. Members who have been to the new office are particularly pleased to find plenty of free parking available on site.

WSNA's toll-free number remains the same: 1-800-231-8482. The new local phone number is (206) 575-7979, Fax number is (206) 575-1908.



not only *the expert clinician* for teen mothers, but also an avid community advocate for all youth and their families. She initiated the King County Health Department "Baby Buckle Program," and was on the Steering Committee to develop and help implement the Washington State Immunization Law which continues to have a positive impact on the immunization status and health of all children.

These are only a few of the contributions made by these nurses to the profession, the community, WSNA and KCNA.

In Memoriam: Patricia Anne Shively, RN, MSN, ARNP, died earlier this year at the age of 55 after losing a two-year battle with ovarian cancer. Pat graduated from Ralston High School in Richardson, TX in 1963 and Methodist College of Nursing in Memphis, TN. She relocated to Sedro-Wolley and earned a nurse practitioner degree in women's health from the University of Washington. Pat was a long-time member of WSNA and active in legislative and political issues. Among her many contributions to health care and nursing Pat will be remembered for her work in women's health, as the founder of the Eastside Women's Clinic in Olympia, one of the first nurse practitioner-run clinics in the state and for her highly effective work to improve the care for victims of sexual assault in Thurston County. She is survived by her life-partner Carolyn Skye of Olympia and her three daughters, Lucinda, Allison and Molly.

WSNA Member, Bronte Anderson Honored by American Red Cross and Nursing Spectrum: Bronte Anderson, RN, Everett, who works at the VNS of the Northwest was recently honored as one of ten nurses to receive national recognition as nurse heroes for going far above and beyond the call of duty to save or attempt to save the lives of persons under arduous conditions.

Liz Thomas Receives Community Award: Elizabeth "Liz" Thomas, one of six members who were inducted into the 2000 Washington State Nurses Association Hall of Fame was awarded the Therapeutic Health Services Alvirita Little Award in May, 2000. Liz has served children and families of Seattle's inner city for nearly a quarter of a century. She has always been a

strong advocate for children and families. Her work has touched the lives of thousands. We congratulate Liz Thomas in achieving this high honor!

Volunteer Opportunity: Are you willing to volunteer your time at least twice a year to lead one-hour seminars in Seattle or the Eastside on prenatal health? The March of Dimes Babies and You Program would like to hear from you. Contact Carol Roble, Health Education Coordinator at 206-624-1373.

Everett Community College Celebrates 50 Years of Nursing: Everett Community College is pleased to announce "A Celebration of 50 Years of Nursing." The event will be held October 10 from 4-7 pm in the Parks Student Union Building. For more information contact: Flo McIntyre at (425) 388-9548.

President of the National League for Nursing (NLN) to speak: The Washington League for Nursing (WLN) will hold an educational workshop on workforce and educa-

tional issues September 21st from 1:00-5:30 PM at Shoreline Community College, 16101 Greenwood Ave No. Seattle WA, 98133. Dr. Nancy Langston, President of NLN, will provide the keynote presentation, "*Nursing in the Future: A National Perspective*." She will be followed by a panel of speakers: Karen Haase-Herrick (NWONE) addressing "*Workforce Issues: The Practice Arena*;" Marjorie Dobratz (UW, Tacoma), "*Education Issues: Baccalaureate and Higher ED Programs*" and Celia Hartley (NLN Evaluator of ADN Programs), "*Education Issues: Associate Degree Programs*."

Following the panel presentations there will be audience discussion moderated by Dr. Langston. The workshop is free and all interested nurses are invited. Please RSVP by Sept 6th if you plan to attend. Contact person is Barbara Van Droof at bvandroo@ctc.edu. Please call 206-363-3606 if you have questions. Snacks, coffee, and tea will be provided.

Nursing News Briefs




**WASHINGTON STATE
NURSING SUMMIT**

WSNA Nursing Convention/Summit
April 20-21, 2001
Pacific Lutheran University, Tacoma, WA
 Plan now to attend the
2001 WSNA General Assembly and Convention

WSNA NURSES AT CHILDRENS TRIUMPH!

Safe quality patient care the BIG winner

In early June, frustrated by the lack of responsiveness from hospital administration to the issues during contract negotiations, WSNA nurses at Children's Hospital & Medical Center in Seattle conducted informational picketing for the first time in its history.

"The nurses are united in our goal of quality patient care, safe working conditions and quality of life for nurses," said Jean Pfeifer, RN, Local Unit Chair. Issues included: the hospital's refusal to consider any language concerning mandatory overtime limitations; RN input into staffing/acuity models; issues affecting nursing practice and quality patient care; and rotating shifts, (otherwise known as variable shifts). The hospital had been using 'variable shifts' as a misleading recruiting tactic, which essentially eliminated available permanent day shift positions. Additionally, the nurses were outraged at the hospital's plan to institute an extremely restrictive Paid Time Off (PTO) plan, including a gatekeeper function by Hartford Insurance, which put the nurses ability to plan vacations in advance entirely out of the question. The proposed PTO plan was linked to a take-back concerning health care plans, making nurses pay part of premiums that the hospital had previously covered. Economics was also a sticking point, with the ability to attract and retain qualified nurses being of primary concern of Children's nurses.

Community support of the picketing nurses was phenomenal and media coverage excellent (through

the assistance of WSNA Media Relations Specialist Anne Tan Piazza). Midway through the second day of picketing, the hospital acceded to the nurses' demand to come back to the bargaining table. Subsequently, a new three-year contract was negotiated and overwhelmingly approved by the CHMC bargaining unit. The contract includes mandatory overtime limits and a forum for staff input into staffing models and other patient care issues. The proposed PTO plan and nurses paying for health coverage were both eliminated. Rotating shifts were limited, premium pay was increased, and base pay increases of 5% this year, 4% next year and 3% the final year.

Congratulations to WSNA Childrens RNs on the negotiating team: Jean Pfeifer, Janet Parks, Nancy McAfee, Pete Limbacher, Elva Schmidt, Jeremy King and Sa-

rah Turner, and WSNA chief spokesperson Walt Dunlavey and WSNA Nurse Rep Cindy Conley.



Picketing Children's Hospital: 'phenomenal community support'



Children of Children's nurses add a loud voice in picketing.



KITTITAS NURSES OVERWHELMING CHOOSE WSNA

The local unit at Kittitas Hospital in Ellensburg sent a resounding, loud and clear **NO** to the Teamsters Union when they voted 4 to 1 in favor of retaining WSNA as their Collective Bargaining Representative on June 27th.

A decertification attempt began as nurses were preparing to

negotiate their contract in the Spring of this year. Nurses saw through the false promises and the divisive smear tactics that were used by the Teamsters. An effective "get-the-facts" campaign used by loyal local unit leaders and WSNA staff, and the commitment to being truthful and honest rang true with the Kittitas

nurses as they considered information presented by both sides.

The Local Unit officers and members are now focusing on the key issues they bring to the bargaining table (their negotiations were delayed for several months because of the raid) and are determined to make their unit stronger than ever!

UNIVERSITY AND HARBORVIEW NURSES WORK TOGETHER TO ACHIEVE SPECIAL PAY PROVISION

The WSNA nurses at the University of Washington along with the 1199/-SEIU nurses at Harborview recently banded together to make a special request of the Washington State Department of Personnel to increase pay rates for nurses at the two institutions. The request included: increases in evening and night shift differential, charge nurse pay, and an additional step for nurses who have eighteen years of service. The pay rates for state employees are determined by legislative action and are the same for all state employees unless there is a special pay request made to increase them based on the local area market.

Although the special request was met with initial opposition from the management at both facilities, at the last minute, after careful consideration of the information provided by WSNA and 1199, management de-

cided the joint request was valid. The nurses from WSNA and 1199 working together, rented a Greyhound bus and traveled to Olympia on June 8, 2000 to attend a DOP board meeting convened to consider the special pay request. Nurses flooded the meeting with representatives from both WSNA and 1199 and gave strong and effective testimony at the hearing. This was backed up by testimony from the University management. The special pay provision was passed with no opposition from any of the board members.

University nurses Anita Stull, Harry James, Chris

Coleman, Johanna Ehlhardt and WSNA staff, Barbara Foster and Wes LeMay, did a stellar job working alongside Harborview nurses in researching and articulating the needs of University RNs. Thanks also to Patty Herrold, an 1199NW Labor Representative and the Harborview nurses for all their hard work, perseverance, and organization in this joint effort.



Olympia bound: Harry James, Barbara Foster, Wes LeMay, Johanna Ehlhardt, Anita Stull and Chris Coleman



We're Harborview Medical Center in beautiful Seattle, WA, an internationally recognized leader in teaching, research and trauma care. As the region's only level 1 adult and pediatric trauma center, we recently spent \$176 million to expand our services and technology. We're looking for nurses with the talent and vision to provide excellent primary and specialty care. If you're ready to expand your nursing potential, look no further. We currently have the following openings:

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KING COUNTY NURSES ASSOCIATION SPRING BANQUET HONORS MEMBERS AND FUTURE NURSES

The King County Nurses Association honored its 2,000 members and the nurses of the future at its Spring Banquet/Annual Meeting May 11, 2000, held at the Harborside Restaurant in Seattle. The event, held in coordination with National Nurses Week May 6-12, celebrated KCNA's 97 years of service to the community. More than 80 guests attended, including 16 nursing students from area colleges and universities who received scholarships from KCNA to attend.

Nurse award winners included:

2000 KCNA Nurse of the Year: Kris Moyer, BS, RN, of Healthcare for the Homeless Network. The Nurse of the Year Award honors a nurse for outstanding achievements and contributions to nursing and the community. Moyer volunteers with the KCNA Neighborhood Health Special Interest Group; with the Salvation Army Adult Rehabilitation Center; and as an advisory Board Member with the Capital Hill Youth Center, which serves homeless teens. As a volunteer with Northwest Medical Teams International, Moyer traveled in 1999 to help Kosovar Albanians as a refugee relief RN and in 1997 as a disaster relief RN in Mexico after Hurricane Pauline.

One of her colleagues praised her by writing: "I am sure Kris has no idea that she is admired by others. She enters a group with a warm smile and is all ears for the ideas of others." Another colleague wrote: "If caring is the heart of nursing, Kris is in the right profession. She exudes a quiet grace and non-judgmental attitude. Kris extends treatment to her homeless clients that values their dignity in the tradition of our highest professional nursing goals."

2000 KCNA Excellence in Nursing Practice Award: Lynda LeSuer, BSN, of Public Health-Seattle & King County. The Excellence in Nursing Practice Award honors a nurse who demonstrates an exceptionally high standard of practice in a clinical setting. As a Public Health Nurse, Lynda has worked with vulnerable populations for more than 15 years, assisting families with issues such as substance abuse, mental and physical health challenges, homelessness, and caring for young children.

"Lynda is very compassionate and giving. She is passionate about the work she does and feels we need to look at the clients' strengths as opposed to their deficits," wrote one colleague. "She definitely facilitates continuous involvement of clients and family in the care she gives and knows how to give client-centered care without getting caught up in the outcomes. She has a lot of insight into human nature."

KCNA also honored Lynda's employer for creating an environment in which she is allowed to flourish. Antwinett Owens Lee, RN, MSN, Personal Health Services Supervisor at Public Health-Seattle & King County, accepted the award.

KCNA awarded scholarships to five area nursing students. **General scholarships** were awarded to Jennifer Heuberger of Seattle University, Angela Monir Sabra of Highline Community College, and Meegan McMullin and Choua Yang of the University of Washington. The **Valerie Weiss, ARNP, MN, MA, Memorial Scholarship Award** was presented to James Hunziker of Seattle University. Each of these nursing students will receive \$1,000 for the 2000-01 school year.



Lynda LeSuer, BSN, (right) receives the 2000 KCNA Excellence in Nursing Practice Award from Chris Henshaw, RN, MN at the Spring Banquet/Annual Meeting, May 11, 2000.



James Hunziker, MSN, RN, CS, CRRN receives the KCNA Valerie Weiss, ARNP, MN, MA Memorial Scholarship at the Spring Banquet/Annual Meeting, May 11, 2000.



More than 20 nurses learned methods to cope with stress and bring humor and vibrancy into their practice at the King County Nurses Association workshop, "Creating Passion in Your Practice," March 4, 2000, held at Bastyr University in Bothell.

Anne Thureson, CSW, and Heather Anderson, MN, RN, were the featured speakers. Thureson discussed signs of stress and ways of coping (see list, right). Participants detailed their individual situations and coping methods were applied to specific areas of nursing. Thureson discussed coping with change, goal setting, the physiology of stress, and job burnout and rejuvenation. Anderson gave a fast-paced presentation showing how humor can be used to defuse stressful situations and build camaraderie. She presented different methods of humor – both effective and detrimental – and ways to direct your use of humor for specific situations.

King County Nurses Association members elected new Board of Directors and Nominating Committee members in a vote this spring. Results were announced at the Spring Banquet/Annual Meeting May 11.

Board of Directors members elected: First Vice President: Monica Jarrett, PhD, RN. Secretary: Jim Hunziker, MSN, RN, CS, CRRN. Members at Large: Judith Albers, RN, CRRN; Bonnie Blachly, BSN, RN, CDONA/CTC, NHA; Annie Bruck, RN, MN; Kathleen Givan, CNS, CDE; Mike McMahon, RN, BSN.

Nominating Committee members elected: Ruby Englund, MN, RN (Chair); Kris Moyer, BS, RN; Martha Worcester, PhD, ARNP.

KCNA would also like to thank outgoing Board members Edna Zebelman, RN, PhD, CRRN; Diane Anderson, RN, BSN, CSPI; and Janet Parks, RN, BSN, for their hard work and dedication to serve nurse members.

Capitol Chronicle



Gear Up for Fall Elections—Four Easy Ways to Get Politically Involved—NOW!

1. SIGN UP and become active in the WSNA Grassroots Action Network. You will receive information throughout the legislative session on important issues regarding nursing practice and health care and how to contact your state legislators. The more members we have contacting their legislators, the more we can influence their decisions and hold them accountable.

2. WRITE and tell us what issues impacting patient safety concern you, such as staffing levels, workplace safety and quality patient care. We need personal 'real world' situations to illustrate, educate and convince legislators of the need for change.

3. VOTE in the primary on *September 19th* and the general election on *November 7th*. Health care is a major issue of every candidate this year — the newly elected President will be responsible for appointing HCFA as well as Supreme Court members. One out of forty-four registered voters is a registered nurse. We need to exercise our power by turning out to vote.

4. VOLUNTEER on the campaign of your candidate of choice. Just a few hours of door knocking, licking envelopes, or phone calls is all it takes to make an impression and form a personal relationship with a candidate. ANA has designated **October 24th** to be *Nurses Campaign Activity Night* — we are asking every nurse to volunteer on a campaign on that day. So mark your calendars.

Its easy to get involved — we are here to assist you with information and tools to get started. Call or e-mail Anne Tan Piazza at (206) 575-7979 ext. 3006 or apiazza@wsna.org to find out more.

Presidential Election Campaigns looking for volunteers: If you are interested in working with other nurses on the Presidential campaigns please contact Anne Tan Piazza at (206) 575-7979 ext. 3006 or email: apiazza@wsna.org



Nursing Shortage Study

Washington State Survey of Nurses and Employers

Susan L. Woods, PhD, RN; Ruth F. Craven, EdD, RN, FAAN; Anne Hirsch, PhD, RN; Charlene Clark, MEd, RN, FAAN

As schools of nursing grow in their capacity to provide access to education in the state of Washington, the need for statewide data for planning becomes critical. Simultaneous with the expanded access, the state and the nation are experiencing an increasing nursing shortage. The American Association of Colleges of Nursing predicts that by the year 2005, there will be a shortage of 600,000 nurses with baccalaureate degrees.

In December 1999, the University of Washington School of Nursing and the Intercollegiate Center for Nursing Education/ Washington State University College of Nursing examined the future staffing needs of healthcare employers and the educational needs of nurses in Washington State through surveys of both employers and nurses.

The purpose of this study was to aid in the development of educational programs that better prepare nurses to work in clinical settings.

Specific objectives of the employer survey were to:

1. Assess current and future demand for individuals with nursing degrees in Washington State.
2. Determine incentives offered for pursuing educational programs in nursing.

3. Determine the importance of nurses receiving additional educational preparation in various areas.

4. Identify the educational backgrounds of nursing staff employees.

The specific objectives of the nurses' survey were to:

1. Determine the educational needs of nurses in Washington State.
2. Determine incentives offered for pursuing educational programs in nursing.

3. Determine barriers to pursuing educational programs in nursing.

4. Determine the motivations of potential students for pursuing educational programs in nursing.

5. Identify preferences regarding course formats and delivery options.

6. Assess the technologies available to potential students.

7. Identify the educational backgrounds of potential students.

Employers' Survey:

The employer sample was a non-probability sample. Of the 876 surveys sent, a total of 192 surveys were returned for a response rate of 22%. A list of em-

ployers can be found in Table 1.

Nurses' Survey:

A written cover letter and questionnaire were sent to a random sample of 3000 nurses residing in a rural area and 3000 nurses residing in an urban area in Washington State. A reminder postcard was mailed to survey recipients two weeks after the initial mail date.

The nurses' sample was a non-probability sample. A total of 899 surveys were returned for a 15% response rate.

Findings have been shared with the schools of nursing in Washington State and will be used to plan education programs for the state.

Highlights from Employers' Survey:

Of the employers surveyed, 43% expect to hire a master's prepared nurse in the next 3-10 years. The areas of highest need for the next 6-10 years are education, community/public health, management/administration, informatics, case management, geriatrics, cancer care, home care, and adult primary care. In the next 3-5 years, employers expect to hire 248 masters prepared nurses, and in the next 6-10 years, they expect to hire 289 masters prepared nurses.

Table 1. Employer Organizations included in the Survey

LIST	Source	Count
School Nurses Organization of Washington	Web	296
Clinical Instructors	School of Nursing	54
Temp Agency	Web	8
HMO	Web	13
Hospices	Web	27
Midwifery Group	Web	22
Hospitals in Washington State	Hospital Assoc. WA	101
Regional Support Network	Dept. of Social & Health Services	171
Home Care	Home Care Association of WA	73
Northwest Organization Of Nurse Executives	Sue Woods	94
Public Health Departments	WA State Public Health Association	17
TOTAL		876



Of the employers who plan to hire masters prepared nurses, in the next 10 years, they plan to hire 916 CNAs, 540 LPNs, 910 ADN/Diploma, 1301 BSNs, and 363 masters prepared nurses.

Employers report that they offer the following incentives for seeking advanced education: flexible scheduling (64%), scholarships (37%), higher pay (31%), promotion (26%), job security (20%), and paid release time (20%).

These same employers report that the current unfilled RN positions total 927, with 84% saying that they individually had 20 vacancies or less. The areas of RN vacancies include 32% in critical care, 14% in OR, and 12% each in school nursing and ER.

Highlights from Nurses' Survey:

Of the nurses surveyed, 69% are interested in pursuing educational programs in nursing; 53% had a moderate-high level of in-

terest in pursuing a master's degree in the next 5 years; 36% BSN; 32% summer institutes, and 25% postmasters.

The most frequently chosen areas of masters' study were education, community/public health, and forensics. When nurses were asked the select one primary area: 9% chose FNP, 6% chose education, 5% chose ER and Trauma, and 5% chose community/public health.

Important facts that influenced their decision to return to school were part time study, geographic location, and the school's reputation. In terms of preferred class times: 56% were interested in classes on two full days per week, 50% chose Friday evening and all day Saturday classes, and 45% preferred classes in the evenings after 5:00. Seventy-five percent wished to take a course at their own pace and 72% wanted to start any time. Thirty-six percent were interested in distance learn-

ing. Most nurses reported having access to a wide range of technologies either at home or work.

Of all respondents, 85% were currently working as a nurse; 46% were AND prepared; 48% BSN prepared; 13% were Masters prepared; 77% work 30 or more hours per week; and 71% are age 40 and older.

Half of those respondents who are currently working as nurses indicated that the incentives offered by their organizations to existing staff for pursuing nursing degrees included flexible scheduling and, for 35% of the respondents, scholarships and tuition support.

For additional information regarding these surveys, contact Dr. Susan Woods, Associate Dean for Academic Programs, University of Washington School of Nursing; 206-616-8407;

slwoods@u.washington.edu



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WSNA General Assembly/Convention/Summit—2001

SEEKING NOMINATIONS FOR WSNA ELECTED OFFICES—WSNA is seeking nominations for elected officers. Elections will occur by mail ballot following the WSNA General Assembly/Convention/Summit to be held April 20-21, 2001 at Pacific Lutheran University, Tacoma. Each candidate for WSNA office must complete a Consent to Serve form and a written statement on his or her stand on WSNA programs. All WSNA members are eligible for office, however, candidates for the Cabinet on Economic and General Welfare (CEGW), and the Economic and General Welfare Nominating Committee must be members of a WSNA bargaining unit or be bargaining unit eligible. Candidates for delegate to the 2002-2003 ANA United American Nurses (UAN) National Labor Assembly must be WSNA members who are also members of a WSNA bargaining unit. Deadline for receipt of nominations at WSNA Headquarters is **October 6, 2000**.

For more information or to request a Consent to Serve form, contact Barbara Bergeron at the WSNA office, 206/575-7979, ext. 3024. The following offices are opened to candidates and unless otherwise indicated, all offices are two year terms:

Board of Directors (11 Members):

- (1) President
- (1) Vice President
- (1) Secretary/treasurer
- (3) Directors At-large
- (2) Directors, Staff Nurse At-large

(Note: The Chairs of the Cabinet on Economic and General Welfare; Legislative and Health Policy Council and Professional Nursing and Health Care Council are elected separately and serve as full members of the WSNA Board of Directors by virtue of their office.)

Cabinet on Economic and General Welfare:

- (1) Chair of Cab. On Economic & General Welfare
- (6) Member, Cab. On Economic & General Welfare

Legislative and Health Policy Council:

- (1) Chair of Legislative & Health Policy Council
- (3) Members of Legislative & Health Policy Council

Professional Nursing and Health Care Council:

- (1) Chair of Professional Nursing & Health Care Council
- (6) Members of Professional Nursing & Health Care Council - One Each Representing: Research; Education; Practice; Administration; Ethics & Human Rights and At-large

Committees:

- (4) WSNA Nominations/Search Committee Members
- (3) CEGW Nominating/Search Committee Members

Delegates to ANA:

- Delegates to 2002-2003 ANA House of Delegates meetings
- Delegates to 2002-2003 ANA UAN National Labor Assembly meetings

CALL FOR PROPOSED AMENDMENTS TO WSNA BYLAWS—Deadline for receipt of proposed amendment to the WSNA Bylaws at WSNA Headquarters is **October 6, 2000**. Following receipt of proposed amendments, the WSNA Bylaws Committee will meet to review proposed amendments. The committee's recommendations will be submitted to the WSNA Board of Directors for approval. The Board-approved changes will be printed in the Winter 2001 issue of *The Washington Nurse*, and be submitted to the 2001 WSNA General Assembly for consideration at the WSNA Convention/Summit to be held April 20-21, 2001 at Pacific Lutheran University, Tacoma. The proposed bylaws amendments will be presented and debated at the General Assembly meeting and sent to the membership for adoption by mailed ballot.

CALL FOR PROPOSED NON-EMERGENCY RESOLUTIONS—Deadline for receipt of proposed non-emergency resolutions at WSNA Headquarters is **October 31, 2000**. The WSNA Resolutions Committee will meet following the deadline to consider any proposed non-emergency resolutions that may go before the WSNA General Assembly, April 20-21, 2000. Any individual member or constituent group of WSNA may submit proposed resolutions. The resolutions form must be completed, including the cost impact. To receive a copy of the procedural guidelines and/or resolutions form, call WSNA at 206/575-7979.



Provider Survey Examines Missed Opportunities

Collaborative efforts by health care providers and immunization advocates to raise childhood immunization levels in Washington state are paying off. Immunization protection for infants and children less than two years of age reached an all-time high of 81 percent in 1998, according to the latest CDC data.

State and local public health officials credit health care providers for much of the gains, citing work to raise patient awareness and promote recommended immunization guidelines in their practices.

"Individual provider and practice-setting behaviors are the most important determinant of a child's immunization status," said Maxine Hayes, MD, MPH, state health officer. "The Department of Health (DOH) Immunization Program and Local Health Jurisdictions (LHJs) are working to make vaccines more accessible to the health care provider community, and practitioners, in turn, are taking advantage of opportunities to administer vaccines at the point of patient contact."

Dr. Hayes reported that private providers give approximately 80 percent of all childhood immunizations.

Providers Are Involved

To learn more about current immunization practices and the use of computerized immunization tracking systems, DOH surveyed members of the Washington Chapters of the American Academy of Pediatrics (AAP) and the American Academy of Family Physicians (AAFP). Over 75 percent of their combined 2,472 members responded.

The study found that 99.5 percent of state pediatricians and family practice physicians would almost always immunize during well-child visits. In more than 90 percent of these cases, providers are administering multiple vaccines, and the percentage is even

higher when the child is overdue for a needed immunization.

The Contraindications Challenge

Still public health officials and providers agree there is room for improvement. The study suggests that the number of vaccinations administered falls sharply during chronic and acute medical treatment interactions, with most providers unlikely to immunize if a child comes in sick, even with a minor illness.

Of providers surveyed, 62.8 percent said they would administer multiple vaccines during a chronic care visit, and still fewer, 39.5 percent, would immunize when treating a child with an acute condition. In one survey example, less than four out of ten providers would administer vaccines to a child with bronchiolitis/LRI and fever under 101-degrees.

However, the Standards for Pediatric Immunization Practice USHHS, seventh printing, February 1996, which reflect the unified practice guidelines endorsed by AAP, AAFP and ACIP, recommend that only true contraindications be used as a reason not to immunize. These guidelines recommend immunizing during most mild illnesses, including if illness is accompanied by a mild fever.

"Providers often face major barriers to immunization when they see these patients," said Dr. Hayes, acknowledging the medical considerations, patient comfort and parental influences that exist. "Not having accessible vaccine status information about each child and what vaccines they need can be a barrier for busy providers. However, there also appear to be missed opportunities where children could safely receive their needed vaccinations. This is why we need to focus more effort on provider and parent education."

DOH and LHJs statewide are working with provider groups, managed care organizations and health plans to develop such education programs. Currently, DOH offers a number of tools, which are available to health care providers to assist in tracking immunizations to avoid missed opportunities and provides materials for educating parents. They include CASA Assessments, the CHILD Profile Registry System and CHILD Profile Health Promotion Materials sent to parents of all newborns born in Washington state.

The AAP/AAFP survey found that the majority of physician immunization providers agreed that computerized immunization systems are or would be useful but that few (30.4 percent) physicians have used or were using them at the time of the survey and even fewer (6 percent) were using CHILD Profile.

Automated immunization registries can assess what vaccines a child needs based on what vaccines have been previously administered. They can also assist providers with reminder and recall notices when vaccines are missed during a visit. Provider use of reminder/recall systems is now recommended by ACIP, AAP and AAFP (MMWR 1998; 47(34): 715-717).

You are invited to get involved. If you would like to receive the DOH Immunization Program newsletter, would like additional information on survey methodology or more detailed survey results, or would like to know more about statewide efforts to increase childhood immunization rates, please call Pat deHart, epidemiologist, DOH Immunization Program at (360) 236-3537 or contact your LHJ.



2000—2001 Dues Rate Schedule

Effective October 1, 2000

Annually in October, WSNA dues are adjusted according to a formula approved by our members in 1991. We averaged the base wages at our 40 units and computed an average increase of 3.3 percent. Effective October 1, 2000, WSNA dues will be raised 3.14 percent, which equals \$10.02 a year for members who work full time in our highest dues-paying category. If you work less than 80 hours a month, are retired, or are not represented by WSNA for collective bargaining, you may fall into one of our reduced dues categories. Below is the updated WSNA dues rate schedule. It shows various dues categories, as well as the newly adjusted rates. If you are currently a member and your dues category does not reflect your present employment situation, please contact the WSNA Membership Department at 800/231-8482, ext. 3025. **Please note that it is the member's responsibility to notify WSNA in writing of any change in address, employer, FTE status, layoff, or leave of absence.** Washington State Nurses Association, 575 Andover West Suite #101, Seattle, WA 98188, 800/231-8482 or 206/575-7979 or fax 206/575-1908. Revised July 2000.

DUES CATEGORY A

DISTRICT	FULL	INSTALL	MONTHLY
1	423.84	142.61	35.32
2	477.12	160.37	39.76
3	432.24	145.41	36.02
4	439.92	147.97	36.66
5	418.80	140.93	34.90
6	423.84	142.61	35.32
7	424.32	142.77	35.36
8	423.84	142.61	35.32
9	431.28	145.09	35.94
10	421.20	141.73	35.10
11	433.92	145.97	36.16
12	431.28	145.09	35.94
13	421.20	141.73	35.10
14	413.76	139.25	34.48
15	418.80	140.93	34.90
16	428.88	144.29	35.74
17	423.84	142.61	35.32
18	423.84	142.61	35.32
28	418.80	140.93	34.90
98	413.76	139.25	34.48

DUES CATEGORY KEY:

A—Work more than 80 hours per month.

B—Work an average of 41 to 80 hours per month. Please provide a copy of a recent pay stub or letter from your supervisor as verification of hours worked.

C/D—Work an average of 40 hours or less per month; or not employed; or new generic graduate within 6 months after graduation. NOTE: Generic graduates are eligible for this category for the first year of membership only.) If employed, please provide verification of hours worked.

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

F—Option for nurses not represented by WSNA for collective bargaining.

DUES CATEGORY B

DISTRICT	FULL	INSTALL	MONTHLY
1	317.88	107.29	26.49
2	357.84	120.61	29.82
3	324.18	109.39	27.02
4	329.94	111.31	27.50
5	314.10	106.03	26.18
6	317.88	107.29	26.49
7	318.24	107.41	26.52
8	317.88	107.29	26.49
9	323.46	108.82	26.96
10	315.90	106.63	26.33
11	325.44	109.81	27.12
12	323.46	108.82	26.96
13	315.90	106.63	26.33
14	310.32	104.77	25.86
15	314.10	106.03	26.18
16	321.66	108.55	26.81
17	317.88	107.29	26.49
18	317.88	107.29	26.49
28	314.10	106.03	26.18
98	310.32	104.77	25.86

DUES CATEGORY C/D

DISTRICT	FULL	INSTALL	MONTHLY
1	211.92	71.97	17.66
2	238.56	80.85	19.88
3	216.12	73.37	18.01
4	219.96	74.65	18.33
5	209.40	71.13	17.45
6	211.92	71.97	17.66
7	212.16	72.05	17.68
8	211.92	71.97	17.66
9	215.64	73.21	17.97
10	210.60	71.53	17.55
11	216.96	73.65	18.08
12	215.64	73.21	17.97
13	210.60	71.53	17.55
14	206.88	70.29	17.24
15	209.40	71.13	17.45
16	214.44	72.81	17.87
17	211.92	71.97	17.66
18	211.92	71.97	17.66
28	209.40	71.13	17.45
98	206.88	70.29	17.24

DUES CATEGORY E

DISTRICT	FULL	INSTALL	MONTHLY
1	105.96	36.65	8.83
2	119.28	41.09	9.94
3	108.06	37.35	9.01
4	109.98	37.99	9.17
5	104.70	36.23	8.73
6	105.96	36.65	8.83
7	106.08	36.69	8.84
8	105.96	36.65	8.83
9	107.82	37.27	8.99
10	105.30	36.43	8.78
11	108.48	37.49	9.04
12	107.82	37.27	8.99
13	105.30	36.43	8.78
14	103.44	35.81	8.62
15	104.70	36.23	8.73
16	107.22	37.07	8.94
17	105.96	36.65	8.83
18	105.96	36.65	8.83
28	104.70	36.23	8.73
98	103.44	35.81	8.62

DUES CATEGORY F

DISTRICT	FULL	INSTALL	MONTHLY
1	315.23	106.41	26.27
2	368.53	124.18	30.72
3	323.73	109.24	26.98
4	331.23	111.74	27.61
5	310.23	104.74	25.86
6	315.23	106.41	26.27
7	315.73	106.58	26.32
8	315.23	106.41	26.27
9	322.73	108.91	26.90
10	312.73	105.57	26.07
11	325.23	109.74	27.11
12	322.73	108.91	26.90
13	312.73	105.57	26.07
14	305.23	103.08	25.44
15	310.23	104.74	25.86
16	320.23	108.08	26.69
17	315.23	106.41	26.27
18	315.23	106.41	26.27
28	310.23	104.74	25.86
98	305.23	103.08	25.44



Keep informed on the newest CE offerings by calling the CE Hotline on the WSNA Information Bulletin Board at 206/575-7979 or 800/231-8482.

Continuing Education Calendar September through November, 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, 575 Andover Park West, Suite 101, Seattle, WA 98115 206/575-7979. 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. Pacific Lutheran University
Center for Continued Nursing Learning
Tacoma, WA 98447
253/535-7683

C. 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 206/575-7979 or 800/231-8482.

August, 2000:

Key Concepts in Med-Surg Nursing; August 10-11; Hawaii; Contact Hours: 14.6; Fees: \$220; Contact: C.

Massage and Cancer Workshop; August 11-13; Tacoma; Contact Hours: 21; Fees: \$350; Contact: Advanced Treatment Series: 253-471-2469.

Nightmares in Pediatric Trauma; August 14; Hawaii; Contact Hours: 7.8; Fees: \$112; Contact C.

A New Look At An Old Problem:

Spinal Cord Injury; August 15; Hawaii; Contact Hours: 7.8; Fees: \$112; Contact: C.

Clues to Understanding Aneurysm and Brain Attacks; August 17; Hawaii; Contact Hours: 7.8; Fees: \$112; Contact: C.

The Guidelines for Managing Intracranial Hypertension; August 18; Hawaii; Contact Hours: 7.8; Fees: \$112; Contact C.

Exploring Neuroscience Nursing: Are You Ready?; August 21; Hawaii; Contact Hours: 7.8; Fees: \$112; Contact: C.

Neurological Crisis: Heads Up: Nursing Care Under Pressure; August 22; Hawaii; Contact Hours: 8.1; Fees: \$112; Contact: C.

Pediatric Orthopedic Review for School and Public Health; August 23; Missoula, Montana; Contact Hours: 8.4; Fees: \$15; Contact: Dione Bishop, Shriners Outpatient Clinic: 509-623-0401.

September, 2000:

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

American Association of Spinal Cord Injury Nurses 17th Annual Conference; September 5-7; Las Vegas; Contact Hours: 1.8-19.2; Fees: \$200; Contact: AASCIN: 718-803-3782.

October, 2000:

Innovative Education for the New Century; October 26-29; St. Louis; Contact Hours: Vary; Fees: TBA; Contact Villanova University: 610-519-4930.

November, 2000:

1st Annual Oncology Nursing Society Institutes of Learning; November 3-5; Charlotte, North Carolina; Contact Hours: Vary; Fees: TBA; Contact: ONS: 412-921-7373.

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.

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.

AALNC Professional Legal Nurse Consulting Course; Contact Hours: 14.4; Fees: \$300-950; Contact AALNC: 877-402-2562.



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www.spu.edu/nursing*

Web Sites for Workplace Safety

The Web is a rich source for workplace safety topics. Nursingworld, ANA's website (<http://www.nursingworld.org>) is a good place to start with its special sections and links from the homepage to [needlesticks.org](http://www.nursingworld.org/dlwa/osh/) and safety and health (<http://www.nursingworld.org/dlwa/osh/>). You will also find sites devoted to a wide variety of critical safety issues—some designed to present background history, research, and statistics; others, to lodge a complaint; and, still others to provide the latest directives and standards.

Sharps and Needlestick Injuries: EPINet (Exposure Prevention Information Network) is a computerized system for reporting and analyzing sharps injuries and body fluid exposures. The needed software is free from Becton-Dickinson. The new Windows version complies with the record keeping requirements of recent state and pending national legislation. Learn about, then order, your free software from: (<http://www.bd.com/safety/epinet/about>) The University of Virginia's International Health-Care-Worker Safety Center, besides conducting research, providing technical assistance, and publishing the findings of the EPINet database, literature, policy actions, and product updates, also acts as an information resource on costs of follow-up and state legislative activity, among others. <http://www.med.virginia.edu/medcntr/centers/epinet/>

OSHA's Needlestick Injury site can be found at <http://www.osha-slc.gov/SLTC/needlestick/index.html>

For a list of safety devices designed to prevent injury and exposure, go to <http://www.med.virginia.edu/medcntr/centers/epinet/products.html> or to the Sharps Injury Control Program site: <http://www.ohb.org/sharps.htm>

The Training for Development of Innovative Control Technologies (TDICT) site, developed by Dr. June Fisher of the University of California at San Francisco, includes a very valuable and detailed user-based performance standard for the design, evaluation, and selection of medical devices. These will guide you and your safety committee to look at overall procedures and the fundamental standards, which must be met by all products, from the beginning to the end of use. TDICT believes that the end-user should be involved in all phases of product development and selection. The safety feature evaluation forms developed by TDICT for over 20 different types of medical devices were the first written criteria and help both manufacturers and healthcare workers to be more critical in developing and selecting devices. ANA works with TDICT to prepare nurses to become active leaders in their respective workplaces in raising safety awareness and standards. <http://www.tdict.org/newmenu.html>

Go to the **Frontline Healthcare Workers Safety Foundation** site (<http://www.rsgroup.com/site/forntline/>) for links to the inspiring and informative testimony at the June 22, 2000 hearings before the US House of Representatives Subcommittee of Workforce Protections by Karen Daley, RN for ANA and by Murray Cohen for Frontline. <http://edworkforce.house.gov/hearings/106th/wp/needlestick62200/wl62200.htm>

Bloodborne Pathogens: For immunization recommendations for healthcare workers, go to CDC's site: (http://www.cdc.gov/epo/mmwr/preview/ind97_rr.html) and for recommendations for prevention and control of Hepatitis C visit (<http://www.cdc.gov/epo/mmwr/preview/mmwrhtml1/00055154.htm>).

Washington State Labor and Industries also has a site for bloodborne pathogens: (<http://www.lni.wa.gov/wisha/p-ts/BBPPathogens/default.htm>) Look for the latest directive, Enforcement and Consultation Procedures for the Bloodborne Pathogens Standard (WAC 296-62-08001), WISHA Regional Directive 11.40.

Ergonomics: To read the text of the adopted ergonomics rule and several related documents, go to the Washington State Department of Labor and Industries WISHA Services site: (<http://www.lni.wa.gov/wisha/>) Look for a link to the rule. OSHA's site also has text of the new ergonomics standard: (<http://www.osha.gov/>)

To find out if OSHA covers you, go to: <http://www.osha.gov/as/opa/worker/index.html>

Workplace Violence: WISHA also had a number of valuable links as well as a list of references on its Workplace Violence Prevention site: <http://198.187.3.10/wisha/p%2Dts/wpv/default.htm>

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

Next Issue: Sites Related to Staffing Issues

The Air Force Wants Both You And Your Nursing Career To Go Places.

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Is seeking an exceptional candidate for a new hospital based cancer program in the Seattle, Washington area. As Vice President of Patient Care Services, the OCN® certified nurse will have the opportunity to design and implement the perfect inpatient/outpatient experience for patients with cancer as well as medical-surgical patients. Serving both local and national clients, this small community hospital, an easy commute from the Seattle area, will offer traditional oncology treatments with the CTCA emphasis on holistic care including nutritional and psychological support. The qualified candidate will be an energetic self-starter with oncology clinical and management experience and familiarity with hospital administration. This is a rare opportunity to be involved from the ground floor up with an organization committed to making a difference in the lives of cancer patients and their families. CTCA is also seeking registered nurses for staff positions on all shifts. There is potential for relocation assistance.

Interested candidates should submit resumes to:

Rich Maturi
Cancer Treatment Centers of
America
3455 Salt Creek Lane, Suite 200
Arlington Heights, IL 60005
or FAX: 847-342-6441

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Class Dates: September 15 (7-10 pm) and September 16 & 17 (9:30am - 6pm) OR October 20 through 22 (same times). **To register, call Pam Fry, RN instructor/practitioner 360-378-5864**

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Attorneys at Law



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
(253) 620-1500
mbersante@dpearson.com



2000 Nursing Development Conference

Back by popular demand, the WSNA Nursing Development Conference will be held at Campbell's Resort on beautiful Lake Chelan, October 1-3, 2000. Join your WSNA colleagues and friends for the Annual Nursing Development Conference. Special attention this conference will be given to the exciting new United American Nurses (UAN) – "The Union for Nurses by Nurses", so don't miss this conference.

WSNA members and guests receive a special conference room rate of \$88 per night for a standard, or \$106 per night, for a deluxe with refrigerator and microwave.

Arrive early, or stay late . . . bring your family. Lake Chelan provides year-round activity for every season, skill and fitness level. From leisurely walks around the park to jumping off a mountain with a hang glider. If it can't be done here then maybe it's not worth doing!

To make room reservations, please contact Campbell's Resort directly at (800) 553-8225 and tell them you are attending the WSNA Conference. A discount block of WSNA rooms is on hold until August 30, 2000, so make your reservation today!

RESORT DIRECTIONS

Campbell's Conference Center is located in the city of Chelan, near the center of Washington State. It is 180 miles from Seattle and 160 miles from Spokane; major airline service is available from Wenatchee, 36 miles south of Chelan.

To Chelan via I-90/Snoqualmie & Blewett

Passes:

- Take I-90 east to exit #84 (Wenatchee) at Cle Elum
- Take Hwy. 97 over Blewett Pass Hwy.
- Ends at Hwy. 2 & 97 intersection, turn right to Wenatchee
- Go approximately 14 miles (just before Wenatchee) take the Chelan exit onto Hwy. 97 Alternate.
- Continue North on Hwy. 97 Alternate to Chelan
- Turn Left at Peterson's Condominiums onto Woodin Avenue
- Cross bridge and the Resort is on the left at Lake Chelan

To Chelan via Hwy. 2/Stevens Pass:

- East on Hwy. 2 over Steven's Pass
- Continue to Wenatchee taking the Chelan exit onto Hwy. 97 Alternate.
- Continue North on Hwy. 97 Alternate to Chelan
- Turn Left at Peterson's Condominiums onto Woodin Avenue
- Cross bridge and the Resort is on the left at Lake Chelan



WASHINGTON STATE NURSES ASSOCIATION

2000 Nursing Development Conference

Campbell's Resort, Lake Chelan, WA

October 1-3, 2000

2000 NURSING DEVELOPMENT CONFERENCE

First Name: _____ Last Name: _____
 Informal firstName _____ Credentials _____
 Address: _____
 City: _____ State: _____ ZIP: _____
 Daytime Phone: _____ e-mail: _____
 Local Unit Officer Title: _____
 # of Nursing Development Conferences Attended _____
 # of Years as a WSNA Member: _____

CONCURRENT SESSIONS (pick two – circle one for each day)

- ☐ Media-How to Make it Work for Your Local Unit's Success
 Monday, October 2 Tuesday, October 3
- ☐ Local Unit Rules
 Monday, October 2 Tuesday, October 3
- ☐ Grievances for Beginners
 Monday, October 2 Tuesday, October 3

YOUR T-SHIRT SIZE (CHOOSE ONE)

Medium Large XL XXL 3XL

SPECIAL NEEDS (if any)

Registration

Registration Fee \$215
 Late Fee postmarked after September 15 \$235

INVITED GUESTS TO MONDAY DINNER & ENTERTAINMENT

- ☐ Yes, I will have _____ dinner quest(s) at \$20 ea.
 Guest(s)Name: _____

METHOD OF PAYMENT

- ☐ Check or Money Order Payable to WSNA
- ☐ VISA/MC # _____ - _____ - _____ - _____ Exp.Date: _____/_____
 Print the CardholdersName: _____
 Cardholders Signature: _____
- ☐ My Conference Registration Fee is to be Paid by: _____ Local Unit
 Signature of Local Unit Chair/Co-Chair _____

TOTAL PAYMENT DUE TO WSNA: \$ _____

Return form to: WSNA; 575 Andover Park West #101; Seattle, WA 98188 or FAX: (206) 575-1908. For questions Please contact WSNA Business Manager Debra Weston at (206) 575-7979 Ext. 3003

Sunday-October 1, 2000

- 12:30-1:00 Registration
- 1:00-4:00 Local Unit Council Bi-Annual Business Meeting
 Open to local unit Chairs & Co-Chairs
- 4:00-5:00 "The Art of Mentoring- a way to Ensure our Future" - Open to all Attendees
 (CEU's will be granted for this class)
- 5:00 Dinner On Your Own in beautiful Lake Chelan

Monday October 2, 2000

- 7:30-8:00 Registration
- 8:00-8:15 Welcome & Introductions
- 8:15-9:15 What's new at WSNA and ANA
- 9:15-10:15 UNITED AMERICAN NURSES-The Union For Nurses By Nurses
 Cheryl Johnson, RN Chair of UAN
- 10:45-12:00 Concurrent Sessions
 (Pick one repeated tomorrow)
- A. Media-How to Make it Work for Your Local Unit's Success
 - B. Local Unit Rules
 - C. Grievances for beginners

- 1:45-4:40 Tool Time Break-out Sessions
 As we prepare for negotiations in 2000 these Sessions will examine strategies and explore Ideas to ensure success for your local unit.
- A. Staffing
 - B. Mandatory Overtime
 - C. Mobilizing Your Membership

- 5:30 Dinner, Entertainment and Fun

Tuesday October 3, 2000

- 8:00-8:30 Continental breakfast
- 8:30-9:30 Concurrent Sessions
 (repeat from yesterday choose one)
- A. Media-How to Make it Work for Your Local Unit's Success
 - B. Local Unit Rules
 - C. Grievances for beginners
- 10:00-11:30 Nursing Shortage Panel
 Moderated by Judy Huntington, WSNA Exec. Director
 Join our panel of nurses' experts for a lively & informative discussion of the current nursing shortage.
- 11:30-11:45 Wrap Up Evaluation
- 11:45-12:30 CELEBRATE WSNA SUCCESSES IN 1999

Contact hours are pending
 Schedule/speakers subject to change

