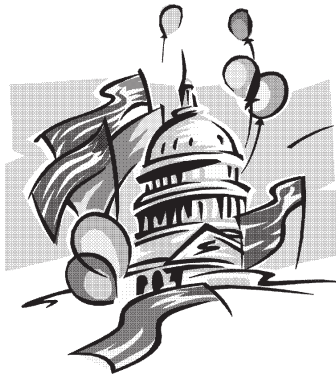


THE WASHINGTON NURSE

WINTER 2000
VOLUME 30 NO. 4

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**19th Annual
NURSE LEGISLATIVE DAY
Monday February 12, 2001
Downtown Olympia**

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**WASHINGTON STATE NURSING SUMMIT
April 20 & 21, 2001
Pacific Lutheran
University
Tacoma, WA**

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THE WASHINGTON NURSE

Volume 30, No. 4
Winter 2000

WASHINGTON STATE NURSES ASSOCIATION
575 Andover Park West, Suite 101
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ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

January 2001

- 19 Slates for WSNA Elected Offices Mailed to Organizational Units
- 19 Cabinet on Economic and General Welfare

February

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

March

- 9 CEARP Committee
- 16-17 WSNA Board of Directors

April

- 20-21 WSNA Summit - Pacific Lutheran University

May

- 19 WSNA Finance Committee
- 19 WSNA Executive Committee
- 28 Office Closed - Memorial Day Observed

June

- 10-15 International Congress for Nurses - Copenhagen Denmark
- 27-28 UAN National Labor Assembly - Washington DC
- 28-30 ANA House of Delegates - Washington DC

July

- 1 ANA House of Delegates - Washington DC
- 4 Office Closed - Independence Day
- 20 Board of Directors Orientation
- 21-22 Board of Directors

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<http://wsna.org>



Nursing workforce/workplace issues have been high on WSNA's priority list this past biennium. The challenges we are currently facing in our practice environment will continue to capture our attention during the next biennium. It is important for us now to have a discussion, reassess the environment, and reaffirm the WSNA priority issues for the 2001-2003 biennium. The WSNA Convention/Summit, scheduled April 20-21 at Pacific Lutheran University, is the forum where that work will be done. (See related article outlining the WSNA Convention/Summit schedule and registration information.)

At this meeting, we will have an opportunity to look at our practice environment from a national perspective. Three outstanding national nursing leaders will be making presentations at the Convention/Summit. Cheryl Peterson, ANA Policy Analyst, will provide us with her insight into the growing national nursing shortage. Linda Stierle, ANA Executive Director, is scheduled to speak to us about the future and the scope of ANA's

agenda to influence that future. ANA President, Mary Foley, will provide the opening remarks and set the stage for Saturday's work. Her message will provide the framework for our issue discussion that follows. If you have not had an opportunity to meet these three national leaders, I strongly encourage you to take this opportunity to do so. The WSNA members who attended ANA Convention this past June had very positive comments to make about the depth of knowledge and expertise of the ANA staff and elected leadership.

A three-hour General Assembly business meeting will occur Friday afternoon. An opportunity will be available to discuss and perfect resolutions and bylaws. There will also be opportunity to add your name to run for a WSNA elected position. On Friday evening, a silent auction will be held on behalf of the Washington State Nurses Foundation (WSNF). The Proceeds will benefit the Foundation's scholarship and grant activities. The silent auction will coincide with the WSNA awards ceremony.

On Saturday afternoon, after the roundtable discussions, we will summarize your comments and highlight the areas of the strong consensus that will provide the framework for the 2000-2001 WSNA priority issues. A full afternoon of continuing education is also planned for Saturday afternoon.

Each individual perspective is important to this process. All voices are heard. The balance of viewpoint achieved will then be representative of the multipurpose nature intrinsic to WSNA. The greater the diversity of opinion that is expressed, the stronger and more credible will be our product. I look forward to the work ahead.

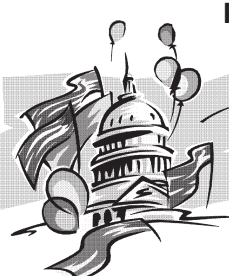
by **Jan Bussert, BSN, RN**
WSNA President



**Washington State Nurses Association –
Political Action Committee
Presents:**

**19th Annual
NURSE LEGISLATIVE
DAY**

**Monday February 12, 2001
Downtown Olympia**



Join hundreds of nurses and nursing students from around the state and attend the 19th Annual Nurse Legislative Day in Olympia. It's an energizing, educational, fun-filled day.

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September to December 1, 2001

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LuAnn M. Peterson
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Yolanda L. Russell
Deborah Samuels
Susan A. Schey
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Linda M. Tibbs
Joycelyn L. Ware

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Meredith Sherrell Zugelder

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Michael D.G. Fialho
Carla E. Floberg
Diane M. Gilmore
Katherine M. Jones

Nancy A. Klotz
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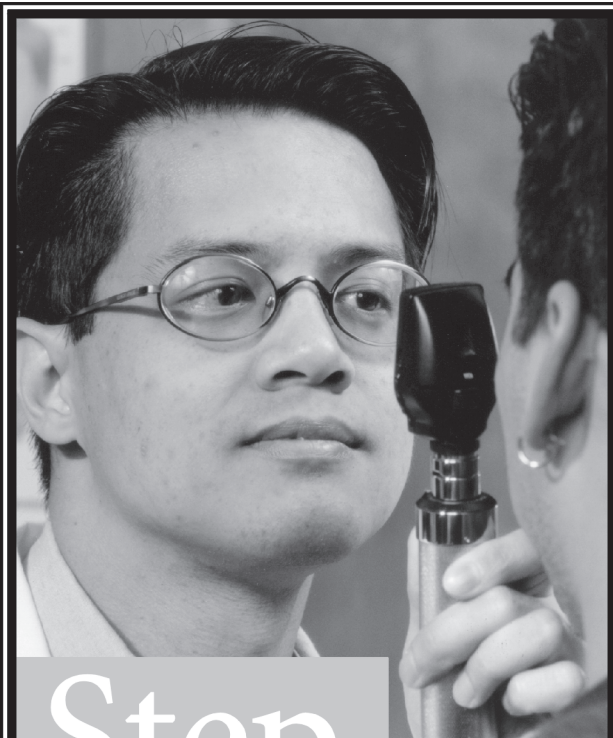
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WSNA Members to Present at ICN

The International Congress on Nursing (ICN) 22nd Quadrennial Congress will take place in Copenhagen, Denmark on June 10th through the 15th 2001. The keynote address will be given by Randi Annikki Mortensen, Director, Danish Institute for Health and Nursing Research.

WSNA's abstract on *Managing Health Resources in a Changing Health Care Environment* was accepted by the ICN Scientific Committee and will be one of the continuing education classes that will be offered during that week. Participating in the presentation will be Shannon Fitzgerald MSN, ARNP (a member of the Washington State Nursing Care Quality Assurance Committee), Joan Garner MN, RN, Director of Nursing Practice, Education, Government and Media Relations for WSNA, Kay Kramer MPH, RN, Program Manager Nurse Delegation and Adult Day Health, from the Department of Social and Health Services (DSHS), and Pam Pasquale a Nurse Delegator, Consultant on Nurse Delegation and president of District 9.

The Congress will offer the opportunity for professional visits to Denmark and Neighboring Scandinavian countries. Wonderful—Copenhagen is a grand place to begin a post ICN vacation.

ICNE Receives Grant to Increase Psychiatric Nurse Practitioners in WA State

The Intercollegiate Center for Nursing Education/WSU College of Nursing has received a three-year \$748,704 federal grant from HHS/Bureau of Health Professions that

will help double the number of psychiatric nurse practitioners in Washington State by using an innovative high-tech distance learning approach targeted specifically to minority and disadvantaged students and graduate nurses in rural areas of the state.

Dr. Michael Rice, associate professor at ICNE is the recipient and administrator of the grant.

In Memoriam

Margaret Borgquist MSN, RN—Margaret Borquest, 69, long-time active member of WSNA died of cancer on September 24, 2000 at her home in Bremerton. Margaret was a professor of nursing at Olympic College for 27 years and retired in 1996. Over the years Margaret served on many committees at both the state and district levels and for two terms on the WSNA Board of Directors. She was also an active member of St. Lukes Methodist Church in Bremerton. She is survived by her husband, Bob and a son and two daughters and two grandchildren.

Memorial donations may be made to the *Margaret Borquest Nursing Scholarship Fund*, Olympic College, OC Foundation, 1600 Chester Ave., Bremerton, WA, 98337.

Erin King MN, RN—Erin, 63, died December 17, 2000 of a heart attack at her home in Seattle. She is survived by her husband, Andrew, and her brother and sister, Charles and Judy Rice. Erin was a longtime member and active leader in both the King County and Washington State Nurses Association. At the time of her death, Erin was serving as the Chairperson of the WSNA

Bylaws/Resolutions Committee and was a member of the KCNA Governmental Affairs Committee.

Throughout her career Erin served in many leadership roles in the association, including Treasurer of WSNA, the Board of Directors of both KCNA and WSNA, the WSNA-PAC Board of Directors, numerous local, district and state committees and as a delegate to many ANA conventions. Erin was active in politics served as a precinct committee officer in the King County Democrats. Erin was frequently honored by her peers and received the KCNA Nurse of the Year Award in 1980 and the WSNA Honorary Membership Award in 1984.

Erin retired from active nursing in 1996 and was working part-time as a telemarketer for the Seattle Times. A longstanding supporter of workers rights and collective action, during the recent strike at the Times, Erin was proud that she refused to cross the picket line.

At her request, no funeral services were held. Memorial donations may be made to either the American Diabetes Association or to a special memorial fund established in her name with the Washington State Nurses Foundation.

News of Erin's death has prompted an outpouring of correspondence with the WSNA office (see Letters). Hilke Faber is planning to host a potluck event at her home on February 2nd for those interested in sharing in a celebration of Erin's life. For more information contact Barbara Bergeron at WSNA, ext. 3024.



Tributes to Erin King, MN RN (1937-2000)

Dear WSNA colleagues:

I am very sorry to hear of the passing of our wonderful colleague, Erin King. I wanted to share with you that Erin was the first member of WSNA that I met and during our very first conversation, which was my job interview at the Seattle Public Health Service Hospital (now Pacific Medical Center and Amazon .com share the building!), Erin recruited me to join WSNA. I had just moved to Seattle from the state of Ohio and asked about the professional association. Little did I know that I was asking the right person how to get involved! Erin was a supervisor at USPHS and I became a staff nurse following the interview. For the next 10 years, Erin supported me as a staff nurse activist in WSNA: nominating me for office, encouraging me to involve other nurses at USPHS and supporting staff nurse and union issues while in her role as a supervisor. From Erin I learned the importance of a strong, integrated association and how to build consensus amidst diversity of opinion and ethnic and cultural background. This I believe was the most important lesson for my nursing career and the reason that I have worked so hard for the strength and unity of our professional association.

Thank you Erin King for your professional commitment and leadership. Please let me know how I can remember Erin through the Washington State Nurses Foundation.

Sincerely,
Susan Wilburn, MPH, RN
Washington, DC

I am so sad to hear of the passing of Erin King. She is someone who represented WSNA and KCNA to me when I was a new member. She served me well as a member of my Board. I will treasure all my memories of Erin.

I last saw her at the 2000 KCNA Annual Banquet. The next Banquet will empty without her; who will I bid against in the silent auction?

Donna L. Poole, MSN, ARNP
Past President WSNA, 1985-89
Seattle, WA

Communication was one of Erin's strong points, in my estimation. She was always well versed in the issues that nursing and the organizations were facing, and never hesitated to try to elaborate on the facts she knew, and the reasons for the stances she took. It's obvious that she will be missed.

Mary Bartholet
Seattle, WA

Such sad news for Erin's family and so hard to deal with at this time of year. Thank you very much for letting so many of us know that have had our contacts with Erin over the years. My own favorite story about Erin goes back to my first national convention in DC. She was my roommate and took me under her wing to show me the ropes. I didn't have a clue about the "role" of the delegate and she was great. She made sure I understood enough of what was going on to appreciate the process, as well as getting me to the right place at the right time. It was a wonderful convention for the delegates from WSNA with Eunice's election, and the passage of the ANA organizational structure to the SNA as the member. Erin helped to make all of that meaningful for me. From the tone of some of the other emails, it sounds like that was a familiar role for her.

She will be greatly missing by WSNA and the nursing community.

Katherine J. Bradley, PhD, RN
Kansas City, MO.

I add my expressions of sympathy to the family and friends of Erin King. She goes back many years, as a staunch supporter during the period that I served as President of WSNA ('70 - '74). Erin was one of the political ones that understood the significance of creating a political action committee in Washington State—one of the first of two such PAC's in the country.

Erin was right there, willing to support financially and personally. We are better people from having shared with Erin during her lifetime and we will miss her.

Barb Thoman Curtis, RN
Past President WSNA, 1972-76
Bethesda, MD

I share in the sadness at Erin's death. It was just last week that she was here at the office doing the important but tedious work of resolutions and bylaws. I remarked to her that I was so glad that she was willing to do that work for WSNA, and she replied that she felt honored to do it for WSNA and that she enjoyed doing it. We spent our usual few minutes talking politics and travel and hugged good-bye. Like Donna, Erin was the visible WSNA for me when I first moved to Washington. We figured out quickly that we were part of a small minority of WSNA members in the nursing administration group at Harborview, and went together to talk to our Administrator when our request to go to ANA convention was denied.(we got it undenied) Her support and encouragement, and strength I'm sure were influential in my being a member even when there was a lot of pressure not to be. I'll miss her.

Barbara E. Frye RN,B.S.N.
WSNA Director of Labor
Relations

How sorry I am to hear about the death of ERIN. Indeed, as many of you have already expressed, she was a woman with determination, tremendous energy and integrity, which she gave generously to all of us, as individuals and to the Association. She was a role model to me and always ready to pick up the slack or take the lead! I am glad I saw her this past year at one of the KCNA events. You could always count on ERIN to be there for you or all of us. She will be sorely missed, however, her legacy will live on forever! A tremendous role model for giving so unselfishly of herself. Yes, THANK YOU ERIN for your many contributions!

Hilke Faber, MN, RN, FAAN
Past KCNA President
Seattle, WA



2001 Legislative & Regulatory Agenda

Please note that the Legislative and Regulatory Agenda is a fluid list. As the state legislative session begins in January and throughout its duration, there will be hundreds of health care related bills introduced. WSNA will be examining various legislation that pertains to health care and nursing, and adjusting this list accordingly. Please check our website (<http://www.wsna.org>) for updated legislative information throughout the session.

Below is a brief definition of the various categories for our Legislative Agenda:

ACTIVE PRIMARY SUPPORT—Legislation that WSNA is initiating, researching, drafting and working actively on during the legislative session.

ACTIVE SUPPORT—Issues not initiated, but are strongly supported by WSNA. These are issues that WSNA is working on in collaboration with other associations and coalitions.

ACTIVE MONITOR—Issues that WSNA has not taken a formal position on but is monitoring very closely. WSNA will decide whether to support or oppose depending on the exact language of the legislation. As these bills are introduced in January, we will have a better idea as to our position.

REVIEW—Issues identified as having a potential impact on nursing and quality health care. WSNA is not likely to work actively on these issues, but will monitor them.

REGULATORY MONITORING—Issues that pertain to the various state regulatory agencies such as Departments of Health and Labor & Industries. WSNA monitors and provides input to these issues as rulemaking and agency oversight occurs.

ACTIVE PRIMARY SUPPORT

- Whistle-blower protection
- Funding for nursing workforce data collection and analysis
- Elimination of Mandatory overtime
- Increased funding for RN faculty salaries

ACTIVE SUPPORT

- Health services account funding/Basic Health Plan (BHP)
- State employees' right to bargain for wages
- Funding for health professions scholarship
- Legislative and regulatory issues of WSNA affiliates and other specialty nursing organizations
- Funding for public health

ACTIVE MONITOR

- Health personnel identification
- Nurse delegation
- Latex allergy
- Mental health parity
- Changes in criminal background checks (FBI fingerprinting) for health care professionals
- Individual & small group Insurance market reform
- Mandated coverage of contraceptives
- Changes to the Uniform Disciplinary Act
- Medical/medication errors
- Budget

REVIEW

- Any category of provider
- Medicaid changes/reforms
- End of life issues/assisted suicide
- Access to family planning services
- Self-directed care
- Pain management
- Long term care issues

REGULATORY MONITOR

- Needlestick injury protection
- Healthcare workplace violence prevention
- CHIP implementation
- Surgical tech regulation
- DOH/Nursing Commission administrative issues
- Patient and provider confidentiality issues
- Bloodborne pathogens
- Staffing standards
- Ergonomic standards
- Patients Bill of Rights
- Prescriptive authority
- Nurse technicians
- Tobacco settlement implementation

2001 Legislative & Health Policy Platform

The Washington State Nurses Association provides leadership for the nursing profession and promotes quality health care for consumers through education, advocacy, and influencing health care policy in the State of Washington.

NURSING PRACTICE

- Support nursing's unique role in the delivery of comprehensive, quality and cost-effective care.
- Support the principle of individual licensure as mandatory for the practice of registered nursing.
- Encourage specialty certification and advanced practice of nursing.
- Support funding for nursing programs within institutions of higher education and for nursing faculty salaries.
- Support funding mechanisms for the establishment of grants and loans to encourage recruitment and retention in nursing, including increasing the diversity of the nursing workforce.
- Support funding for nursing education, including specialty certification and advanced practice preparation.
- Promote public funding for nursing research to maximize nursing's contributions to health.
- Support funding for data collection and analysis on the nursing workforce and current and future health care needs.

ACCESS TO CARE

- Support access to health care for all, including preventive health care, wellness promotion, early intervention, rehabilitation, and counseling.
- Support sound comprehensive services based on the belief that all persons within our state have the right to quality health care delivered in familiar, convenient sites such as schools, workplaces and homes, as well as traditional health care settings.
- Ensure access to nursing services that emphasize the role of registered nurses as qualified

providers of health care in all practice settings.

- Support a shift from the predominant focus on illness and cure to an orientation toward wellness and care.
- Promote staffing standards to ensure quality and safety of patient care, including the elimination of mandatory overtime.
- Support and promote advanced registered nurse practitioners as primary care providers.
- Support full access to mental health services.

FUNDING BASIC NEEDS/ FINANCING HEALTH CARE

- Support an equitable tax base which will provide adequate funding for needed social and health services and state agency oversight.
- Ensure adequate funding for public health and public health nursing services.
- Support cost containment incentives in the health care delivery system that do not compromise quality of care and that:
 - › apply to all providers, payors and vendors.
 - › are based on continued review of the appropriateness of health care services, and
 - › serve to eliminate significant waste and inefficiency.
- Ensure tobacco settlement money is used solely for health services.

HUMAN RIGHTS

- Support the basic right of all people for equity under the law regardless of race, creed, color, gender, age, disability, lifestyle, religion, health status, nationality, or sexual orientation.

- Promote a health care system that recognizes, values and accommodates differences among people.
- Increase the awareness of nurses and the general public about the problems of violence, sexual assault and harassment, and promote coordination of care on a local, state, and national level.

ECONOMIC and GENERAL WELFARE

- Endorse and actively support the rights of all employees to participate in the collective bargaining process.
- Support measures, including comparable worth, which promote the economic welfare of all nurses.
- Promote and seek enactment of legislation that protects the economic and employment rights of nurses, including their right to advocate for patients.
- Support measures that create a work environment where nurses are respected, valued, and included in the decision making process.

HEALTH HAZARDS

- Support health, social, environmental, and labor legislation and regulation which promotes the health and well-being of all persons.
- Support the continued research of prevention, treatment and cure of communicable diseases.
- Support legislative efforts to assure adequate prevention, preparedness, and response to natural, biological and chemical disasters.
- Support legislation and regulation that assures workplace safety.

19th Nurse Legislative Day Registration Form

To pre-register and receive advance materials, please return this registration form by **February 2nd, 2001** to: WSNA, 575 Andover Park West, Suite 101, Seattle, WA 98188, or fax 206/575-1908.

Registration Fees:

- ☐ \$12 Students* who pre-register
- ☐ \$25 Students* who register late/at the door, 2000
- ☐ \$35 WSNA, ARNP United, AORN and SNOW members who pre-register
- ☐ \$45 Pre-registered non-members
- ☐ \$50 Late registrants

**student is a non-RN nursing student working towards becoming an RN. RNs in school to complete a bachelor's degree or higher do not qualify for student rate.*

Event Location: Washington Center for the Performing Arts
512 Washington St. SE, Olympia

Schedule:

- 7:30 to 8:30 am **Registration**—Check-in and enjoy complimentary coffee and rolls
- 8:30 to 8:40 am **Welcome & Introductions**
- 8:40 to 9:30 am **Current Legislative and Regulatory Nursing Issues**
- 9:30 to 10:00 am **What is WSNA-PAC?**
- 10:00 to 10:15 am **Break**
- 10:15 to 11:15 am **Keynote Address—Mary Selecky, Secretary of Washington State Department of Health**
- 11:15 to 11:30 am **Break**
- 11:30 to 12:30 am **Concurrent breakout sessions** (choose one):
☐ *Grassroots Political Action*—Designed for students and those new to the political process.
☐ *Regulatory Update of Prescriptive Authority and Surgical Technologist Registration*
☐ *Basics of Running for Political Office*
- 12:30 to 3:30 pm **Lunch on your own, attend hearings and meet with Legislators**
- 3:30 to 4:30 pm **Legislative Reception (Legislators invited)**—at the reception Room in the Legislature Building at the Capitol.

Registrant Information

Each registrant must complete his or her own form; photo copy as needed

\$_____ Registration Fee (includes reception) \$_____ PAC contribution

Total Payment Due \$_____

Name: _____ Credentials: _____
Street Address: _____
City: _____ State: _____ Zip: _____
Daytime Phone: _____ / _____ - _____ Member ID/SS #: _____ - _____ - _____
Legislative District or name of one of your state representatives: _____

Payment

- ☐ Check payable to WSNA Card #: _____ - _____ - _____ - _____
☐ Visa/Mastercard
Expiration Date: _____ Cardholder's Name: _____
Cardholder's Signature: _____



19th Annual Nurse Legislative Day

Monday
February 12, 2001
in Downtown
Olympia

Keynote Speaker
Ms. Mary Selecky
Secretary of Washington
State Department of Health

Education Workshop

**Reception with
Legislators**



Spokane's Safety Net: Public Health Nurses in Action

Janet Katz, PhD, RN

Peggy Slider RN, BSN is a public health nurse in Spokane, Washington, the site of a year long struggle to maintain public health nursing. In the biggest show of community support Spokane nurses have ever seen, media coverage consistently portrayed the efforts of nurses and community members alike in determining the direction of the Spokane Regional Health District. Public health nursing, as other types of nursing, is often invisible, but in the case of Spokane's public health nurses—no more. “We care for the most difficult clients,” says Slider, “clients who are not seen by any other providers. We are a safety net that if removed will be at great cost to the community.”

Public health nursing is one of nursing's finest traditions. Historically serving those most in need, the disenfranchised and the poorest of the poor, public health nurses embody such core nursing values as advocacy and caring. Slider notes that public health nurses in Spokane literally scour the streets to bring services to women and children who would otherwise never see a health professional. “Many of the people we serve will never seek treatment, will never be seen in a private clinic. We know who they are, the struggles they face, and more importantly, we how to reach them.”

In October of 1999 the director of the Health District cited Initiative 695 and previous budget analyses when she told nurses to reduce costs, or find alternative sources of funding, if they wanted their programs to survive. Slider, co-chair of the local bargaining committee, emphasized the work nurses took on from day one to promote

public health nursing: “There was tremendous support from the community for the nurses and what we do. We made contacts with the press and learned to work with politicians. Basically, we used the skills we used everyday with clients to advocate for nursing. Sure we wanted to keep jobs, but our priority was, and remains, access to care for

*“... the nurses
continue to
advocate for
public health
nursing and its
importance to
community safety
and well being by
keeping it in the
forefront of
community,
political, and
organizational
issues.”*

the most vulnerable populations.” Slider and the public health nurses demanded the programs they provide be retained and the community agreed. Consequently the board has so far continued to fund the nurses.

Two key differences that remain between the nurses and the District's administration are a common definition of population-based care and the voice nurses should hold in making service

redesign decisions. According to Slider, the Health Department director wants nurses to provide community assessment and mobilize the community to provide direct services.

According to the public health nurses, and many in the Spokane community, population based care includes direct client services. “We work with individuals within the population in addition to assessing and planning for the community as a whole,” says Slider. “Yet, we must continue to provide a safety net. Public funded services are designed to provide services businesses cannot afford to provide.” An example of this safety net was seen during a recent hepatitis A outbreak. Public health and clinic nurses provided 700–1000 gamma globulin and immunizations within a matter of days—work the private sector simply could not handle.

Today, the nurses continue to advocate for public health nursing and its importance to community safety and well being by keeping it in the forefront of community, political, and organizational issues. “Although it has been difficult, this work has really brought us all together. My husband says that we are a politicians worst nightmare—we *can't be bought off*. All we want is to do our job.”

Spokane public health nurses are clear evidence that “doing our job” has come to include being an activist. At one time being an activist and being a clinician seemed very different jobs to many nurses. Now nurses see they are simply two sides to the same coin—serving through caring and advocating for the profession and clients.

Nurses on Hunger Strikes?

Nurses being arrested? Civil Disobedience?

The ANA president arrested while singing “We shall over come” with the President of the AFL/CIO?

I witnessed all of these events in Washington D.C. this fall!

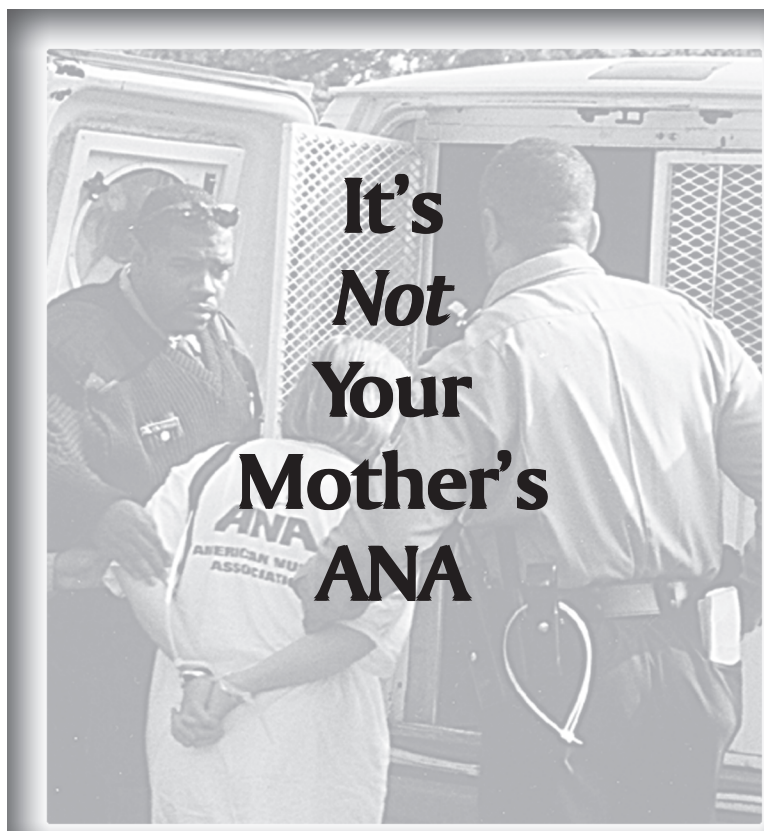
Trips to Washington D.C. have become an almost routine part of my job as the director of the Economic and General Welfare program of the Washington State Nurses Association (WSNA). The trip in November was to attend the State Nurses Association Labor Coalition (SNALC) meeting. I joined Judy Huntington, WSNA Executive Director, Janice Bussart, WSNA president, and Sally Herman, chair of the WSNA Economic and General Welfare Cabinet in D.C. I had a suspicion that this meeting might be different than others when I got an e-mail from Sandra Falwell, co-chair of the SNALC group asking for volunteers to “participate in an act of civil disobedience” in support of the Washington Hospital Center nurses who had been on strike for weeks. My first thought was – “Its about time nurses got a little less civil and a little more disobedient,” and I immediately e-mailed back “YES”.

The first wave of civil disobedience occurred at noon on Friday, November 3, 2000. These “lawbreakers” came to be known as “the VIP” group. That was truly the case. Our American

Nurses Association (ANA) president, Mary Foley; AFL/CIO president, John Sweeney; president of the American Federation of Teachers, Sandra Feldman; and Chair of the United American Nurses, Cheryl Johnson, were handcuffed, arrested, and taken to jail.

I wonder if President Foley is the first ANA president to be

arrested in a standoff with police on a picket line? I'm positive Cheryl Johnson is the first chair of the UAN to be arrested while on a picket line protesting mandatory overtime. I think it might have been the first time American Nurses Association officials stood arm in arm in the street with the president of the AFL/CIO singing “We shall not





be moved!” People who witnessed the event described it as “spiritual” and “powerful.”

The next day was day two of civil disobedience. The second wave, soon to be known as “the DC Six” consisted of Ken Fitzsimmons, E&GW Program Director of Oregon Nurses Association (ONA), Teresa Stone, president of ONA, Sandra Falwell, president of the DC Nurses Association, Pam Robbins, from the Illinois Nurses Association, Jeanne Surdo from the Minnesota Nurses Association and me.

We arrived on the picket line on a bus ANA had rented to transport the members of the ANA Constituent Assembly (who happened to be meeting at the same time) to join the striking nurses. The constituent assembly is composed of the presidents and executive directors of all 53 State Nurses Associations. ANA Executive Director, Linda Sterle, UAN Program Director, Susan Bianci-Sands also joined other members of the Labor Coalition on the bus. I have never been on a picket line with so many nurses from so many states, so many practice areas, and so well dressed! It gave me a lump in my throat to see nurses, many who are national leaders who had never been on a picket line or held a picket sign in their lives, come together in support of the staff nurses at the Washington Hospital Center (and nurses fighting the same fight all over this country).

In the center of the picketing, lying on stretchers, were five nurses who had begun a hunger strike 24 hours earlier. This was a first for me—nurses on a hunger strike until they resolved their contract!! I was speechless. The five were average looking nurses in uniform, mostly quiet and reserved. But what resolve and determination in their voices as they told me why they felt

compelled to take such drastic measures! What I heard are the same words I hear from nurses in Washington State – words that describe the fear, anger and frustration about being forced to work 14 and 16 and 20 hours – day after day; fear for their patients and fear for their own safety.

The hunger strikers joined hands with the rest of us in prayer and solidarity, and we began to sing, “Nurses together, we will not be moved.” The six of us who were to be arrested, locked arms and moved into the street. We stood in the middle of the street, as the others stood on the lawn singing with us. The police moved in and told us to clear the street. We were given several warnings that we would be arrested if we refused to move. We kept singing, “Nurses together, we will not be moved.” Then the police came to each of us, told us to remove all our jewelry – earrings, wedding bands, watches – someone came and took them for us – I do not remember who. We didn't expect this, or to be told to take off our belts and shoelaces. Pam had a rosary in her hand – that was taken. We were then told to put our arms behind our backs, and hard plastic handcuffs were snapped into place and pulled tight – really tight! I remember hearing the singing almost stop, as people watched, and seeing the faces of our fellow nurses looking distressed and grim. No one was talking.

“I have never been on a picket line with so many nurses from so many states, so many practice areas, and so well dressed!”



Imagine stepping up about 30 inches, squeezing through a door way about 30 inches wide, bent over with your hands behind your back ... and you can get a glimpse of the graceful entry into the paddy wagon! Cheryl and Mary didn't tell us this part! We also didn't anticipate that the paddy wagon was going to be so small – about the size of a long casket. It was divided into a male side and a female side. Five of us females fell into our side (literally), sat on a slippery steel bench, and slid in as fast as we could because the others were following quickly behind. My knees were about 2 inches from touching the opposing wall – that is how wide the female side was. We could not sit back of course because our hands were cuffed behind our backs. It was very hot. My glasses began to slide off my nose. Pam graciously allowed me to push them up on her shoulder. Those with long hair developed a new “flip action” routine to try and keep their hair back.

We were told by the driver (we could only hear-we could not see out front or back), that we would arrive at the police station in 2 minutes. This was good news, because it was getting pretty uncomfortable as we slid back and forth with each turn, stop, and start (there are no seat

belts in paddy wagons). We could talk to Ken over in the male section – couldn't see him of course.

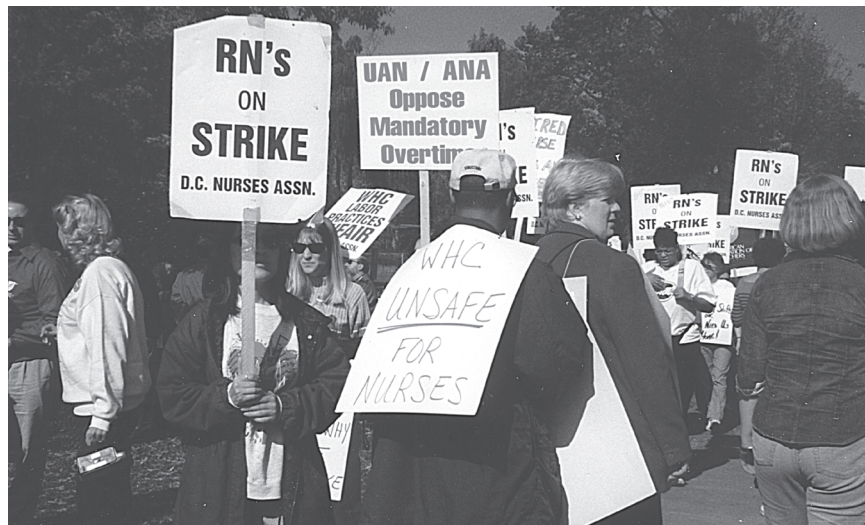
After a long 15 minutes or so, we arrived at “the station.” Our next challenge was getting out of the wagon. This time it was just a matter of sliding, bending sideways and leaping off the wagon with arms behind. I think getting out was easier! We were

*“Oh yes, it's not
your mothers
ANA! On that
day, and many
others, ANA
demonstrated
very visibly, how
ANA cares
about staff
nurses!”*

taken in the station house. Our cuffs were cut off and we were locked in a cell. We didn't anticipate this either. We thought we would be in a room like the VIP group. We were again separated by gender. We were read our rights, finger printed, advised of the charges (disorderly conduct). We then sat in our cells and waited.

Nurses all, famous for our black sick humor as a stress reliever, we started up jail jokes: Do you have a CELL phone I can use? Isn't this a BONDING experience...well, I guess you had to have been there.

Ken had a urinal and a primitive commode in his cell – the females didn't. This was getting to be a problem for some as time began to drag. By this time we were aware that everyone else had gone back to ANA and had lunch. We were hungry! We were beginning to worry that ANA had forgotten to bail us out (\$50.00 each). We filled our time making friends with “our officers.” It seemed like they were doing some version of “primary policing” as we each had our own officer working with us. We asked for their business cards, which they gave us. Now we can write thank you notes. They really were very nice to us. We played with our handcuffs





and speculated on further uses for them. Sandra fashioned them into earrings, Pam looked cute as she used her as Mickey Mouse ears.

Suddenly our jail time was over.

ANA attorney, Barbara Sapin, was waiting for us as we filed out and bailed us out. She was a sight for our wide, newly opened eyes.

Barbara took us back to ANA, got us food, gave us a document with the record of our arrest stating the bond had been paid. We were instructed to keep this in case the Board of Nursing had any questions when we next applied for our RN licenses. (Gulp) Barbara said she would try to get our records expunged within the next year. *Something new for the resume.*

It was quite an experience being on that picket line!

For all those who say ANA doesn't care about staff nurses, I say, you should have been on that picket line marching with all those Executive Directors and Presidents – many who may have never been on a picket line, and many who have PhD behind their

names. They were there walking with us, singing with us and carrying picket signs with us.

Oh yes, *it's not your mothers ANA!* On that day, and many others, ANA demonstrated very visibly, how ANA cares about staff nurses!

For those of us who have been on too many picket lines, who have at times felt alone out there, or isolated in our small town or hospital, the vision of all those nurses, from all those SNAs will always resonate in our minds and hearts.

The memory of the nurses standing on the lawn watching, as we were handcuffed, with tears running down their faces, is not one that we will forget.

The tears were for all the nurses across this country that are experiencing the same horrific and demoralizing things that the D.C. nurses are.

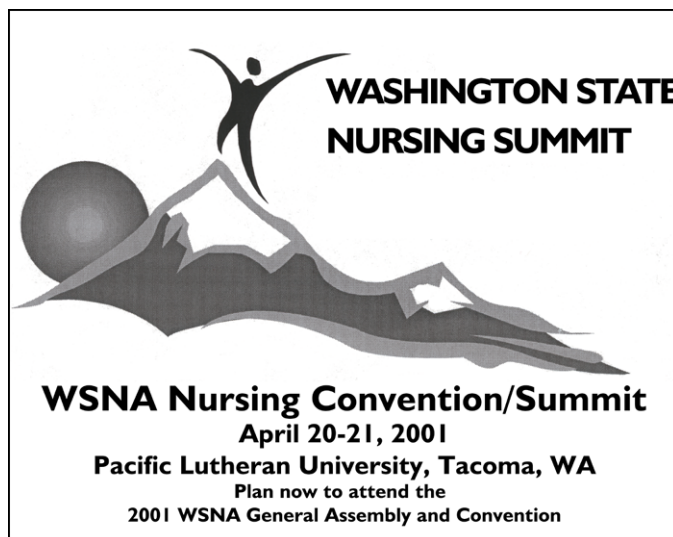
The tears were for the realization that nurses are being forced to go on hunger strikes, be arrested, and jeopardize their careers while administrators still refuse to hear us.

I came away from that picket line with a renewed conviction that we will be heard!

The volume of nurse voices speaking out for their patients, their profession and themselves, has just been turned up several decibels.

Nurses will be heard – and nurses together will not be moved!

Barbara E. Frye RN BSN
Director of Labor Relations
Washington State Nurses
Association





Leadership Development Conference



Annual Leadership Development Conference *Biggest and Best Yet!*

Attendance at the popular “Chelan” Leadership Development Conference topped 125 this year, a new record for the annual three-day conference. Among the attendees were local unit leaders from more than half the local units in the state, including forty emerging nurse-leaders who had never before attended a WSNA function. What a great way for new local unit leaders to be introduced to WSNA! Also attending for a second year were four nurses from the Alaska Nurses Association.

The theme chosen by the Cabinet on Economic and General Welfare, the sponsors of the yearly event, was “Proud, Passionate, Professional” and the program was planned to reflect that theme. Purple tee shirts with the inclusive rainbow logo were a hit this year, as were the sharp, black WSNA brief cases each participant received upon registration. After a great picnic

dinner in the huge new tent on the terrace, participants were treated to the “Rebel Voices,” a dynamic duo of women singing labor songs. The hit of the evening was “We’re Nursing as Fast as We Can” – no problems getting people to sing along with that song!

The conference started out with the fall meeting of the Local Unit Council. As usual this meeting provided local unit chairs and co-chairs an opportunity to network, hear updates on local unit activities around the state and give the Cabinet input into proposed changes to the ADO form. The meeting concluded with a CE session presented by Mary Walker, Dean of the School of Nursing at Seattle University on ‘mentoring.’ The topic was a timely one and requested by both the Cabinet and the Council. The presentation was full of helpful hints and reminded us how critical mentoring is – no



Mary Walker, Dean, Seattle University with Sally Herman, Chair, WSNA Cabinet of E & GW

matter where we are in our careers.

Cheryl Johnson, Chairperson of the United American Nurses, presented the Keynote address. Not only did Cheryl review the creation of the UAN at the historic first labor assembly last June, she brought the excitement nurses all over America are feeling as we work together to make the UAN the strongest and largest union of registered nurses in the country! It was exciting to see hear how the UAN and the ANA



Local Unit Council Meeting at Chelan Leadership Development Conference



together will help us achieve the goals we share about safe staffing, workplace safety, and mandatory overtime.

Classes on grievance handling, how to address mandatory overtime and nursing shortages in your contracts, mobilizing your membership and local unit rules were well attended and well received.

The conference ended with the very stimulating panel on the nursing shortage. Judy Huntington, WSNA Executive Director, moderated and gave the national and state association perspective. Sally Watkins, Vice President for Nursing at Tacoma General talked about the issues from the nursing administration perspective. Anne Hirsch, Associate Dean for Academic Affairs at the Intercollegiate Center for Nursing Education at the Washington State University College of Nursing addressed the topic from the vantage point of a nursing educator.

Paula Meyer, Executive Director of the Washington State Nursing Quality Assurance Commission (the Board of Nursing), shared startling statistics about current nurses and a glimpse into the future. Diane Rientjes-Green, local unit officer and psychiatric nurse practitioner at Saint Joseph Hospital in Bellingham, spoke eloquently about the impact the shortage is having on staff nurses.

The panel illustrated that "Nursing Shortage" is a problem affecting all nurses regardless of

role and is not limited to one sector of nursing practice. Participants agreed that the panel helped to broaden their knowledge and to see the areas we can and must work on together to move through this troubling period in nursing history.

It is not too soon to plan to attend next years conference. It will again be held in Chelan at Campbells Resort Oct 1-3, 2001. See you there!

Barbara E. Frye RN BSN
Director of Labor Relations
Washington State Nurses
Association



Registration



Susan Bianci-Sand, Director, UAN and Cheryl Johnson, President, UAN with Barbara E. Frye, WSNA Labor Director



Marty Avey, Sacred Heart Hospital, sharing ideas in small workgroups at Leadership Development Conference



Local Unit Council at Leadership Development Conference

Notice of Increase in CEARP Fees

WSNA's Board of Directors and Professional Nursing and Health Care Council approved recommendations from the CEARP (Continuing Education Approval & Recognition Program) Committee for changes in the CEARP fees. The changes will go into effect on March 1, 2001.

WSNA's CEARP Committee last increased CEARP fees by 15% in 1998. In January, 1999, WSNA began approving Provider applications for a three-year period instead of for two years, yet continued to charge the two-year fee of \$475 (\$237.50 per year) and \$800 for commercial Providers. The new fees for three years will be \$900 for all Providers (except WSNA Local

Units and Districts) or \$300 per year, an increase of 21%.

Because of the change to a three-year approval period, many of WSNA's 43 Providers will not be due to submit another application until 2002, giving plenty of notice to organizations who must submit budget items several months in advance.

During September, 2000, the CEARP staff conducted a survey of fees charged by twelve other state nurses associations. Only one charged less than WSNA for Provider approval. The fees charged for Educational Design I and II applications were similar. In addition, CEARP reviewers were spending much more time reviewing applications and giving feedback in order to bring the

applications into compliance with ANCC (American Nurses Credentialing Center) criteria. Also, WSNA is receiving an increased number of applications, due in part to ANCC's requirement that by 2003 RNs applying for or renewing their certification status with ANCC must document that at least 1/2 of their CE credits during the past five years were from ANCC approved courses. Nurses are currently in their five-year accumulation period.

New CEARP Fees	
WSNA Local Units / Districts:	ED I applications: 3 hours or less in length: No Charge 3.1 contact hours and more: \$50 flat fee ED II applications: \$50 flat fee Provider: \$600 for three years
All Other Applicants:	ED I applications: 3 contact hours or less: \$100 3.1 contact hours and more: \$100 plus \$10 for each contact hour over 3.0 OR the equivalent of course registration fee charged to RNs, whichever is greater ED II applications: \$150 plus total registration fee charged to RNs for course plus materials Late fee for ED I & II: \$100 for any application submitted less than 45 calendar days before educational activity Provider: \$900 for three years Late fee for Provider application: \$150 extension fee for subsequent approvals submitted less than 3 months before last date of month of expiration. Must request extension and get approval, plus pay extension fee.



Kathryn Hines, Communications Processor: Kathryn recently joined WSNA after working for SeaFirst (now Bank of America) for 19 years. She attended high school in Riverside, California and has attended college night classes. She worked for the Riverside County Election Department for several years and then the Riverside County Sheriff's Department in the Records Department before moving to Seattle. Her years of moving frequently as an Air Force "brat" have made it easy for her to meet and acquire friends. Kathryn feels very fortunate in being able to work at WSNA, where she's using her computer skills like never before. Kathryn is married and has several hobbies and talents, including making cedar and pine needle baskets.



Janet Parks, Nurse Representative: Janet grew up in Arlington, Virginia and attended the University of Virginia, graduating with a BSN and a minor in classical literature. She worked at Johns Hopkins in Baltimore for more than seven years before becoming a traveling nurse, then lived in Minneapolis and continued working in pediatric intensive care. There, she had her first exposure to a strong union environment, but within two weeks of joining Children's Hospital in Seattle in 1995, she met her local unit chair, something that hadn't happened in Minnesota. Janet helped negotiate the 1997 contract and officially became the grievance officer. She loved arguing politely so much that she decided to take a permanent job with WSNA doing just that. Janet has been assigned to represent the members at Snohomish Health District, St. Joseph's Bellingham, Whatcom County Health District, Island and Whidbey Hospitals, Affiliated Health Services, and the University of Washington. She loves the idea that she's putting her energies into helping the nurses in Washington get the kind of respect and contract language they so desperately need and have been working so hard for. She wants to fight for the people who fight so hard for patients! She feels that we have such an opportunity to educate administrators, our patients, and the community at large as to what it means to be a nurse, and what it means to not have any. Janet has a brother and sister and spends every opportunity she has with her niece and nephew. She skies, loves hiking, and is learning to play the piano. She hasn't quite mastered the Charlie Brown theme song.



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April 20 & 21, 2001
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Daytime Phone: _____ / _____ - _____
E-mail: _____
Employer: _____

LOCATION OF SUMMIT:

Pacific Lutheran University
University Center
Tacoma, WA 98447

MAIL OR FAX THIS FORM

Mail or fax this form to: the
WSNA, 575 Andover Park
West; Suite #101, Seattle, WA
98188 or FAX to (207) 575-
1908.

DEADLINE & FEES

The 2001 Washington State Nurs-
ing Summit registration deadline
is **March 31, 2001**. A late regis-
tration fee of \$25 will be assessed
for all registrations postmarked or
faxed after March 31, 2001.

CANCELLATION POLICY

Prior to March 31, 2001, cancel-
lations are subject to a \$25 pro-
cessing fee. No cancellation re-
funds after March 31, 2001.

HOTEL INFORMATION

This information will be avail-
able at the first to the year.
Please contact Deb Weston for
this information at (206) 575-
7979 Ext. 3003 or e-mail request
to dweston@WSNA.org.

DIETARY NEEDS OR ASSISTANCE

If you have special dietary needs
or require special assistance con-
tact Business Agent Deb Weston
(206) 575-7979, ext. 3003.

**See YOU
at
PLU**

REGISTRATION CATEGORIES — check only one

Registration for all events includes:
FRIDAY: Box Lunch with guest Speaker (Cheryl Peterson); General Assembly (WSNA members only); Keynote Speaker (Linda Stierle, Exc. Dir., ANA) WSNA Awards Ses-
sion; WSNA Silent Auction with Heavy hors d'oeuvres.

SATURDAY: Continental breakfast; Saturday morning Keynote speaker (Mary Foley, Pres. ANA) "The Nursing Workforce and Today's Environment: A National Perspective";
Morning panel discussion "The Current Workplace: Its Positive & Negative Impact on
Your Practice" Saturday afternoon Concurrent CE sessions (includes Box Lunch); Ex-
hibitor Displays; and Poster session.

Two Days

- ☐ WSNA Member \$150 All events on Friday & Saturday
☐ Non-member \$200 All events on Friday & Saturday
☐ Student Nurse* \$50 Friday & Saturday Sessions

One Day (choose one)

- ☐ WSNA Member \$100 Events on ☐ Friday Only or ☐ Saturday Only
☐ Non-member \$150 Events on ☐ Friday Only or ☐ Saturday Only
☐ Student Nurse* \$35 Events on ☐ Friday Only or ☐ Saturday Only
☐ Friday Evening Only .. \$50 Speaker/Awards Celebration Only (5pm to 8 pm)
☐ Late Fee \$25 All applications faxed/postmarked after March 31,
2001

**A non-RN nursing student working toward becoming a registered nurse. RNs in school to complete a higher
educational degree do not qualify for the "student nurse" rate.*

PAYMENT METHOD — check one only

- ☐ Check/Money Order, made payable to WSNA
☐ VISA/MasterCard Fee Total: \$ _____
BankCard #: _____ - _____ - _____ - _____ Exp. _____ / _____
Cardholder's Name: _____ Signature: _____

CONVENTION EVENTS & ACTIVITIES

The following continuing education (CE) sessions are being offered as concurrent sessions.
To help plan meeting room space, please check all of the CE sessions you wish to attend.
Contact hours for CE through WSNA are pending.

CE Session: Saturday afternoon beginning at 12:45 p.m.— Concurrent Sessions

- ☐ Continued Competency (TBD - Marva Petty/Lynn Bringman)
☐ Workplace Safety (Susan Wilburn)
☐ Mandatory Overtime/Staffing (TBD)
☐ Marked for Life: The Disciplinary Process & Your License (Paula Meyer)

CE Session: Saturday afternoon beginning at 2:45 p.m.— Concurrent Sessions

- ☐ Regulatory Process: Why Legislation is Not Enough (Patty Hayes)
☐ Medical Errors in Hospitals-(TBD-Cheryl Peterson or Mary Foley)
☐ ARNP Prescriptive Authority (ARNPs United - Jerri Henry/Louise Kaplan)
☐ The Plight of Public Health Nursing - Erosion of the Safety Net
(TBD-Bobbie Berkowitz)

2001 WSNA Convention /Summit Schedule



Make your plans now to attend the WSNA biennial convention/summit on April 21-22, 2001.

The two-day event will be held at the University Center on the Pacific Lutheran University Campus, Tacoma Washington. Don't miss out on this important opportunity to join your nurse colleagues from all across the state. Learn about the important issues facing nurses today and what's being done to address them. Enter into the dialog and help shape the direction of WSNA's priorities for the coming biennium. The summit will feature many nationally recognized speakers and presenters, poster sessions, exhibits, CE sessions, association recognition awards, as well as fun-filled events, good food, and lots of opportunity for net-working and renewing friendships! Be sure to register early and invite your nurse-friends and nursing students to do the same.

Convention Summit Schedule

Friday - April 20, 2001

11:00 am to Noon

Summit Registration and Vendor Exhibit

Noon to 1:00 pm

Box Lunch with Guest Speaker, Cheryl Peterson, MSN, RN, ANA Policy Analyst who will discuss the growing national nursing shortage

1:00 pm to 4:00 pm

WSNA General Assembly - Business meeting: debate and action on proposed bylaw amendments and resolutions; reports from organizational units and nominations

4:00 pm - 5:00 pm

Break: Networking, Vendor Exhibit and Poster Sessions

5:00 pm - 6:00 pm

Keynote Speaker: Linda Stierle, MSN, RN, CNAA Executive Director, American Nurses Association "Nursing's Future and Why we need ANA"

6:00 pm - 8:30 pm

Heavy hors d'oeuvres: Awards Session
WSNF Silent Auction (tentative)

Saturday - April 21, 2001

7:30 am to 8:30 am

Continental Breakfast, Networking, Vendor Exhibit and Poster Sessions

8:30 am to 9:30 am

Keynote Speaker: Mary Foley, MS, RN, ANA President - "The Nursing Workforce and Today's Environment: A National Perspective"

9:30 am to 10:45 am

Panel Discussion: "The Current Workplace: Its Positive and Negative Impact on Your Practice" (Panel will include: acute care staff nurse, ARNP, public health nurse, faculty, nurse manager and a Nursing Commission representative)

10:45 am to 11:15 am

Break: Networking, Vendor Exhibit and Poster Sessions

11:15 am to 12:30 pm

Roundtable Dialogue Sessions: Nurses in small groups will develop and prioritize strategies to guide WSNA in addressing the workplace/workforce challenges

12:30 pm to 12:45 pm

Pick up Box Lunch

12:45 pm to 1:35 pm

Concurrent CE Sessions #1:

- * Continued Competency
- * Workplace Safety
- * Mandatory Overtime/Staffing
- * Marked for Life: The Disciplinary Process & Your License

1:35 pm to 1:45 pm

Break and move to next session

1:45 pm to 2:35 pm

Repeat Concurrent Sessions #1:

2:35 pm to 2:45 pm

Break and move to next session

2:45 pm to 3:35 pm

Concurrent CE Sessions #2:

- * The Regulatory Process: Why Legislation is Not Enough
- * Medical Errors in Hospitals
- * ARNP Prescriptive Authority
- * The Plight of Public Health Nursing - Erosion of the Safety Net

3:35 pm to 3:45 pm

Break and move to next session

3:45 pm to 4:35 pm

Repeat Concurrent Sessions #2:

4:35 pm to 4:45 pm

Break and move to wrap-up session

4:45 pm to 5:30 pm

Wrap Up and Summit Adjournment:
"Future Directions: Where We Go from Here"



WSNA Convention/Summit Election

2001 Ticket of Nominees

The WSNA Nominations Committee wishes to thank all those who sent in their elective office consent to serve forms and remind others that it is not too late to become a candidate. **Members who wish to self-declare their candidacy** for an elected office may still do so by sending a letter and completed consent to serve form to WSNA Headquarters. **These materials must be received at WSNA Headquarters by no later than FEBRUARY 19, 2001, 60 days prior to the first meeting of the WSNA General Assembly.** Nominations will also be taken from the floor of the General Assembly, and elections will take place immediately following the summit/convention, by secret mail ballot.

The following WSNA members, identified by district number and hometown, have consented to run for WSNA elected offices.

President

(1 to be elected)

Louise Kaplan, #13, Olympia
Julia A. Weinberg, #16, Bow

Vice President

(1 to be elected)

Helen Hing Kuebel, #10, Ridgefield

Secretary/Treasurer

(1 to be elected)

Martha Worcester, #2, Seattle

Directors At-Large

(3 to be elected)

Sally Herman, #16, Mt. Vernon
Diane Maier, #4, Spokane
Verlee 'Vee' Sutherlin, #4, Nine Mile Falls
Mary K. Walker, #2, Seattle

Directors At-Large Staff Nurse

(2 to be elected)

Patricia (Trish) Di Egidio Tobis #2, Mercer Island
Stasia Warren, #4, Spokane

WSNA Nominations/Search Committee

(4 to be elected)

Jan Bussert, #2, Vashon Island
Sue Goedde, #7, Wenatchee
Carol Oeljen, #4, Spokane
Jean Pfeifer, #2, Kirkland
Frances Terry, #2, Seattle

Legislative and Health Policy Council

(3 to be elected at-large, and 1 chairholder who also serves as a member of the WSNA Board of Directors)

Chair:

Lisa M. Ross, #4, Spokane

At-Large:

Sally A. Baque, #3, Olalla
Alecia N. Cosgrove, #3, Port Orchard
Ed Dolle, #17, Port Orchard
Dawn Morrell, #3, Puyallup

Professional Nursing and Health Care Council

(7 to be elected with representation as follows:

1 Research; 1 Education; 1 Practice; 1 Administration; 1 Ethics and Human Rights; 1 At-Large, and 1 Chair who also serves as a member of the WSNA Board of Directors)

Chair:

Marva Petty, #11, Vancouver

Administration:

Nikki Behner, #9, Arlington
Janet O. Toone, #4, Spokane

At-Large:

Janet Primomo, #3, Seattle

Ethics and Human Rights:

Muriel G. Softli, #2, Seattle

Education:

Claudia Kroll, #4, Nine Mile Falls
Beatrice M. Wolf, #4, Spokane

Practice:

S. Lynne Brengman, #1, Bellingham

Research:

Janet Katz, #4, Spokane



Cabinet on Economic and General Welfare

(7 to be elected, including the Chair who serves as a member of the Board of Directors)

Chair:

Kim Armstrong, #3, Olalla

Members:

Jeanne Avey, #10, Longview

Marty Avey, #4, Spokane

Darla Crosley, #3, Graham

Kathryn Kennard, #3, McKenna

Patricia Lombard, #1, Bellingham

John Tweedy, #16, Mt. Vernon

Cabinet on Economic and General Welfare Nominating/Search Committee

(3 to be elected)

Jen Brodie, #4, Newman Lake

Judith A. Turner, #3, Fox Island

UAN Delegates to 2003 & 2004 UAN National Labor Assembly

(approximately 6 to be elected)

Kim Armstrong, #3, Olalla

Jeanne Avey, #10, Longview

Marty Avey, #4, Spokane

Sally A. Baque, #3, Olalla

S. Lynne Brengman, #1, Bellingham

Darla Crosley, #3, Graham

Holly Emmett, #3, Tacoma

Nancy Hawkins McAfee, #2, Seattle

Sally Herman, #16, Mt. Vernon

Kathryn Kennard, #3, McKenna

Patricia Lombard, #1, Bellingham

Judy C. Miller, #4, Spokane

Carol M. Penwell, #3, Port Orchard

Judith A. Turner, #3, Tacoma

John Tweedy, #16, Mt. Vernon

Julia A. Weinberg, #16, Bow

Vicki Wornath, #11, Vancouver

At-Large Delegates to 2002 ANA Convention and 2003 ANA House of Delegates

(approximately 3 to be elected)

Patricia (Trish) Di Egidio Tobis, #2, Mercer Island

Joan Garner, #2, Maple Valley

Nancy Hawkins McAfee, #2, Seattle

Helen Hing Kuebel, #10, Ridgefield

Carol Oeljen, #4, Spokane

Lisa M. Ross, #4, Spokane

Verlee 'Vee' Sutherland, #4, Nine Mile Falls

Mary K. Walker, #2, Seattle

Staff Nurse Delegates to 2002 ANA Convention and 2003 ANA House of Delegates

(approximately 15 to be elected)

Kim Armstrong, #3, Olalla

Marty Avey, #4, Spokane

Sally A. Baque, #3, Olalla

Alecia N. Cosgrove, #3, Port Orchard

Holly Emmett, #3, Tacoma

Sally Herman, #16, Mt. Vernon

Kathryn Kennard, #3, McKenna

Mike Krashin, #3, Lakewood

Patricia Lombard, #1, Bellingham

Judy C. Miller, #4, Spokane

Dawn Morrell, #3, Puyallup

Jean Pfeifer, #2, Kirkland

Muriel G. Softli, #2, Seattle

Judith A. Turner, #3, Tacoma

John Tweedy, #16, Mt. Vernon

Stacia Warren, #4, Spokane

Julia A. Weinberg, #16, Bow

C. J. Welter, #98, Belfair



WSNA Resolutions: 2001 General Assembly

Five Resolutions to be Presented at 2001 General Assembly

The WSNA Bylaws/Resolutions Committee, chaired by Erin King, met on December 11, 2000 to consider the non-emergency resolutions submitted by the October 31, 2000 deadline. Several resolutions were submitted by the Inland Empire Nurses Association and The WSNA Cabinet on Economic and General Welfare. The committee, acting within its authority, made minor revisions to some and combined and edited others where there was duplication of intent. The committee approved five resolutions to be forwarded to the biennial meeting of the WSNA General Assembly on Friday, April 20, 2001. The resolutions, approved by the WSNA Board of Directors to be forwarded to the General Assembly, are:

RESOLUTION #1

Preventing Violence in the Health Care Setting

Submitted by: Inland Empire Nurses Association and the Cabinet on Economic and General Welfare

- WHEREAS, There has been a definite increase in workplace violence in the United States, including health care settings, such as free-standing clinics, hospitals, LTC facilities and home visit settings, and
- WHEREAS, Of all the health care professions, nurses suffer the largest number and highest rate of incidence of workplace violence, and
- WHEREAS, Patients and clients of healthcare workers are the source of more than one-half of workplace assaults, and
- WHEREAS, Horizontal and vertical violence has increased in the workplace, and
- WHEREAS, Domestic violence, child abuse and gang violence is happening more frequently in the health care environment, and
- WHEREAS, Methods to prevent, de-escalate, and respond to violence is well documented in the medical and social science literature, and
- WHEREAS, Precedence exists for legislative action to raise the penalties for violence against health care workers and to deter the occurrence of violence in health care settings, and
- WHEREAS, Legal definitions of workplace violence against health care workers have been developed and been enacted into Washington State Law, and
- WHEREAS, Washington State Law requires all health care facilities to develop and implement a workplace violence prevention plan, including training and education of employees and maintenance of violence incidence logs by July 1, 2001,
- BE IT THEREFORE
- RESOLVED, that WSNA work with Washington State agencies to ensure enforcement of compliance with existing state laws and regulations
- AND BE IT FURTHER
- RESOLVED, that WSNA work with health care facilities and nurses to assure compliance with existing laws and regulations including those that require front-line worker involvement in development, implementation and evaluation of workplace violence prevention plans



AND BE IT FURTHER

- RESOLVED, that WSNA continue to advocate for measures to prevent violence in healthcare settings including:
- development of stronger workplace violence safety standards
 - additional legislative and regulatory protections
 - education of nurses and the public about preventing workplace violence, and
 - development of contract language to address violence in the workplace

RESOLUTION #2

Opposing Forced Overtime and Unsafe Staffing

Submitted by: Cabinet on Economic and General Welfare

WHEREAS, Employers widespread use of forced overtime to solve staffing problems, inadequate RN staffing and inappropriate use of licensed and unlicensed assistive personnel as a substitute for RNs are continuing to compromise the safety of patients, and

WHEREAS, Forced overtime severely impact the quality of life, safety and health of registered nurses and their ability to deliver safe, effective patient care and patient education, and

WHEREAS, Nurses leaving the workforce report that the increased workloads, concerns about staffing and patient safety, employers' persistent use and reliance on forced overtime and the added stress of the work environment are the primary reasons for leaving nursing, and

WHEREAS, In the health care industry, there are no safety standards requiring a set amount of time off between shifts or a maximum number of consecutive hours a nurse can work as there are in some industries such as exist for truck drivers, airline pilots, train engineers and air traffic controllers,

BE IT THEREFORE

- RESOLVED, that the WSNA E&GW program develop contract language to
- prohibit the use of forced overtime ,
 - provide for appropriate RN-to-patient staffing ratios,
 - provide for appropriate RN-to-assistive personnel staffing mix,

AND BE IT FURTHER

RESOLVED, that WSNA advocate for legislation and/or regulatory measures to eliminate forced overtime and for new standards for required minimum time off between shifts and a maximum on the number of consecutive hours that can be worked

AND BE IT FURTHER

RESOLVED, that these be identified as a high priority in WSNA's Legislative Platform.



WSNA Resolutions: 2001 General Assembly (cont.)

RESOLUTION #3

Support of Public Health and Community Health Nursing Services

Submitted by: Inland Empire Nurses Association and Cabinet on Economic and General Welfare

WHEREAS, Most communities have limited knowledge regarding public health nursing services and interventions and their long term impact, and

WHEREAS, Public health nurses and community health nurses provide preventive group and individual care and services to the general public, including but not limited to the insured, underinsured, indigent, disenfranchised and refugees in individual residences, clinics, schools, hospitals, treatment centers, correctional facilities, and the streets, and

WHEREAS, Overall the community's health is significantly impacted by the services provided by public health and community health nursing, including but not limited to healthy pregnancy outcomes, parenting education to reduce child abuse and neglect, holistic approach to family dynamics, improving immunizations for all children and adults, and assisting seniors with overall health management, including nutrition screening, and

WHEREAS, Funding for public health and community health nursing services is at a critical low especially in the aftermath of I-695,

BE IT THEREFORE

RESOLVED, that WSNA, through its lobbying efforts, educate the Washington Sate legislature about the critical need for public and community health nursing services and strongly advocate for adequate funding for these services

AND BE IT FURTHER

RESOLVED, that WSNA encourage the district nurses associations and WSNA public health local units to assist in these efforts at the city and county levels

AND BE IT FURTHER

RESOLVED, that WSNA continue to educate the public about the need for and critical services provided by public health and community health nurses by preparing informational articles for publication in local newspapers.

RESOLUTION #4

Opposition to the HR 2260 the Pain Relief Promotion Act

Submitted by: Inland Empire Nurses Association

WHEREAS, Pain is a prevalent and pervasive problem among many in our society, and

WHEREAS, The relief of pain is one of the primary goals of nursing, and

WHEREAS, HR 2260: The Pain Relief Promotion Act, would for the first time, allow Federal Drug Enforcement Administration in investigate "intent" of health care providers who prescribe controlled substances for pain and end-of-life care, and

WSNA Resolutions: 2001 General Assembly (cont.)



- WHEREAS, the effect of HR 2260 could result in devastating effects on efforts to address the widely recognized under-treatment of pain, and
- WHEREAS, these effects would be detrimental to the public, especially those who are gravely ill and to the ability of nurses to practice quality pain management, and
- WHEREAS, A growing number of consumers, nursing organizations and other health care providers, including the American Cancer Society, the American Society of Pain Management Nurses, and ANA (see additional list under justification) oppose this legislation,
- BE IT THEREFORE
- RESOLVED, that WSNA actively oppose HR 2260 and similar legislation or regulation through lobbying activities and education of its members through publication of articles and information in the *Washington Nurse* and on the WSNA website,
- AND BE IT FURTHER
- RESOLVED, that WSNA work collaboratively with other groups to educate the public about the need for and effectiveness of quality pain management and the potential destructive effects of legislation such as HR 2260.

RESOLUTION #5

Nursing Shortage and Recruitment of Nurses

Submitted by: Cabinet on Economic and General Welfare

- WHEREAS, There is a serious and growing nursing shortage, both locally and nationally, that is affecting all settings and areas of nursing practice,
- WHEREAS, This shortage is different from ones in the past because of the following:
- there is overall, a smaller pool of entry level workers – the smallest since the 1930s
 - increases in population growth, especially in older age groups has created greater demand for nursing & health care services in all settings
 - advancements in technology and declining lengths-of-stay have steadily increased hospital acuity, increasing the need for more RNs in highly specialized services
 - more high-paying jobs with greater autonomy and better working conditions are open to men and women today than ever before, reducing the appeal of healthcare jobs and fewer nurses in the pipeline
 - the nursing profession is an aging workforce – the average age of nurses today is 44.7 years and, as nurses get beyond 45, more and more work less than full time.
 - 50% of the RN workforce will retire in 15 years and only 9% of the RN workforce is under the age of thirty
 - the average age of graduating RNs is 31 resulting in RNs entering the profession at an older age with fewer years to work throughout their career than before
 - more and more nurses leaving the profession early cite their reason for leaving as unsatisfactory workplace practices such as increased workloads, concerns about staffing and patient safety, employers' persistent use and reliance on mandatory overtime, consistent unresolved staff shortages, lack of respect and value, workplace health and safety issues, and an attitude of "blame" aimed at the practitioner rather than



WSNA Resolutions: 2001 General Assembly (cont.)

systems when errors or omissions occur and the added stress of the work environment

WHEREAS, It is projected that the shortage will gradually worsen especially by 2010.

WHEREAS, These workplace and workforce problems are compounded by an aging nursing faculty and salaries for faculty that are substantially below the general staff nurse market.

WHEREAS, Without sufficient faculty, many nursing programs are limiting their enrollments (and some have closed) at the very time that expansion is needed to accommodate the growing shortage., and

WHEREAS, The TriCouncil for Nursing has determined that a comprehensive master plan for nursing in Washington State is needed to identify strategies to correct this shortage and

WHEREAS, The number of licensed registered nurses in Washington State has remained flat at approximately 60,000 over the past several years, however the number of those actually employed in nursing today is unknown and

WHEREAS, Current data on the nursing profession in Washington State needed top develop the master plan is severely limited or lacking due to insufficient funding for data collection and analysis

BE IT THEREFORE

RESOLVED, that WSNA continue to work with the TriCouncil and other interested groups to develop a master plan for nursing in Washington State by 2002,

AND BE IT FURTHER

RESOLVED, that WSNA advocate and lobby for funding for data collection on the nursing workforce in Washington State; for improvements in faculty salaries, and funding for nursing recruitment and education

AND BE IT FURTHER

RESOLVED, that in collaboration with districts, schools of nursing and other nursing groups, WSNA develop and implement strategies to increase awareness of young students and school counselors about the career opportunities in nursing,

AND BE IT FURTHER

RESOLVED, that WSNA's Cabinet on Economic and General Welfare develop strategies and model contract language to improve the workplace environment and retention of registered nurses

AND BE IT FURTHER

RESOLVED, that WSNA strongly urge health care employers to collaborate with their RN employees to develop meaningful retention strategies

WSNA Bylaws: 2001 Proposed Amendments



CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
ARTICLES OF INCORPORATION ARTICLE VI - REGISTERED OFFICE AND REGISTERED AGENT The registered office of the corporation shall be: 2505 Second Avenue, Suite 500 Seattle, Washington 98121 The name and address of the registered agent of the corporation in this state shall be: JUDITH A. HUNTINGTON 2505 Second Avenue, Suite 500 Seattle, Washington 98121	ARTICLES OF INCORPORATION ARTICLE VI - REGISTERED OFFICE AND REGISTERED AGENT The registered office of the corporation shall be: 2505 Second Avenue, Suite 500 <u>575 Andover Park West, Suite 101</u> Seattle, Washington 98121<u>98188</u> The name and address of the registered agent of the corporation in this state shall be: JUDITH A. HUNTINGTON 2505 Second Avenue, Suite 500 <u>575 Andover Park West, Suite 101</u> Seattle, Washington 98121<u>98188</u>	To accommodate WSNA Offices change of address.
	WSNA BYLAWS	
WSNA BYLAWS ARTICLE II - MEMBERSHIP Section 2. Qualifications	ARTICLE II - MEMBERSHIP Section 2. Qualifications <u>New C. Secondary Membership</u> <u>1. An individual who meets the qualification for membership stated in Section 2 of this article and who is already a member of another constituent nurses association may become a secondary member of this association.</u> <u>2. Dues for secondary members shall be the same as for other members of this association except that the ANA assessment factor shall be deducted.</u> <u>3. Secondary members are entitled to all of the rights and privileges of membership except representation of this Association at the ANA House of Delegates and participation in the election of WSNA delegates to the ANA House of Delegates.</u>	Compliance with ANA Bylaws to allow for membership in two or more states. Establishes a category of membership for nurses who hold primary membership in another SNA and also want membership in WSNA. Clarifies amount of dues to be paid by a secondary member. 1. Clarifies rights of a secondary member. 2. A secondary member may be an ANA delegate and/or vote for ANA Delegates only in their primary state.



WSNA Bylaws: 2001 Proposed Amendments (cont.)

CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
Section 3. Membership Rights and Obligations A. A member has the right to 5. vote for elected officials and the dues rate of the WSNA, delegates to the ANA House of Delegates, and ANA Institute on Nursing Practice. 9. seek election or appointment to positions within the ANA. Only those bargaining unit and bargaining unit eligible WSNA members shall seek election by the Cabinet on Economic and General Welfare to the ANA Institute on Constituent Member Collective Bargaining Programs.	Section 3. Membership Rights and Obligations A. A member has the right to 5. vote for elected officials and the dues rate of the WSNA, <u>and</u> delegates to the ANA House of Delegates and ANA Institute on Nursing Practice. 9. seek election or appointment to positions within the ANA. Only those bargaining unit and bargaining unit eligible WSNA members shall seek election by the Cabinet on Economic and General Welfare to the ANA Institute on Constituent Member Collective Bargaining Programs.	Conforms to changes in 1999 ANA Bylaws. The work of the ANA Institute on Nursing Practice is now included in the new ANA Congress on Nursing Practice and Economics. Conforms to changes in 1999 ANA Bylaws. The ANA Institute on Constituent Member Collective Bargaining Programs has been replaced with the United American Nurses (UAN) National Labor Assembly.
	<u>New Section 6. Local Unit Program Members</u> <u>A. Qualifications</u> <u>Local Unit Program members are non-supervisory, non-Registered Nurses who pay dues to WSNA and are covered by a WSNA collective bargaining agreement.</u> <u>B. Rights and Obligations</u> <u>A Local Unit Program Member shall be entitled to:</u> <u>1) be a voting member of the local unit;</u> <u>2) participate in all activities of the local unit;</u> <u>3) receive the WSNA publication <i>The Washington Nurse</i> and local unit mailings;</u> <u>4) seek election as a local unit officer, member of the Cabinet on Economic and General Welfare Nominating Committee or as a member of</u>	(This new section clarifies the rights and obligations of the LPNs who are represented by and pay dues to WSNA and is proposed to conform with labor law)

WSNA Bylaws: 2001 Proposed Amendments (cont.)



CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
	the Cabinet on Economic and General Welfare, except Chairperson; and 5) vote for members of the Cabinet on Economic and General Welfare nominating Committee, members of the Cabinet on Economic and General Welfare and the Chairperson of the Cabinet.	
ARTICLE V - GENERAL ASSEMBLY	ARTICLE V - GENERAL ASSEMBLY	
Section 6. Eligibility for Voting B. Voting for elected officials of WSNA, dues rate of WSNA, ANA Institute of Nursing Practice, and delegate to ANA shall be the right of every member. Only those bargaining unit and bargaining unit eligible WSNA members shall vote for the Cabinet on Economic and General Welfare and the Cabinet on Economic and General Welfare Nominating/Search Committee.	Section 6. Eligibility for Voting B. Voting for elected officials of WSNA, dues rate of WSNA, ANA Institute of Nursing Practice, and delegate to ANA shall be the right of every member. Only those bargaining unit and bargaining unit eligible WSNA members shall vote for the Cabinet on Economic and General Welfare and the Cabinet on Economic and General Welfare Nominating/Search Committee. <u>Only WSNA members who are members of a WSNA bargaining unit shall vote for delegates to the United American Nurses (UAN) National Labor Assembly.</u>	Conforms with 1999 changes to ANA Bylaws.
Section 7. Elections A. Elections 7. Terms of office for officers, directors, members of Cabinet on Economic and General Welfare and Cabinet on Economic and General Welfare Nominating/Search Committee shall begin on declaration of elections. Institute representatives terms of office shall begin according to ANA Bylaws. Other cabinet elected and appointed members shall take office on a date established by the Board of Directors.	Section 7. Elections A. Elections 7. Terms of office for <u>WSNA elected positions</u> officers; directors, members of the WSNA Nominations/Search Committee; Legislative and Health Policy Council, Professional Nursing and Health Care Council; Cabinet on Economic and General Welfare and Cabinet on Economic and General Welfare Nominating/Search Committee shall begin on declaration of elections. Institute <u>Terms of office for UAN Delegates and ANA Delegates</u>	Clarifies changes to the 1999 WSNA Bylaws. Conforms with the changes to the 1998 ANA Bylaws.



WSNA Bylaws: 2001 Proposed Amendments (cont.)

CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
	representatives terms of office shall begin according to ANA Bylaws. Other cabinet elected and appointed members shall take office on a date established by the Board of Directors.	
ARTICLE VI - BOARD OF DIRECTORS	ARTICLE VI - BOARD OF DIRECTORS	
Section 1. Definition The Board of Directors is a corporate body composed of officers and directors elected by members of the WSNA.	Section 1. Definition The Board of Directors is a corporate body composed of officers and directors elected by members of the WSNA. <u>Directors include the elected chairs of the Cabinet on Economic and General Welfare, the Legislative and Health Policy Council, and the Professional Nursing and Health Care Council.</u>	Clarifies the composition of the WSNA Board of Directors as a result of WSNA Bylaws Amendments approved in 1999.
Section 4. Responsibilities S. Make appointments which are delegated to the Board of Directors, fill vacancies in appointed positions, and in elected position until elections can be held.	Section 4. Responsibilities S. Make appointments which are delegated to the Board of Directors, fill vacancies in appointed positions, and in elected position until elections can be held <u>the next election.</u>	Clarifies intent and current practice.
Section 11. Duties of Officers A. The president of WSNA shall 4. serve as an ex-officio member of all committees and cabinets except the Nominations/Search Committee and the Economic and General Welfare Nomination/Search Committee. The president as an ex-officio member of the Cabinet on Economic and General Welfare, shall serve without vote.	Section 11. Duties of Officers A. The president of WSNA shall 4. serve as an ex-officio member of all committees, <u>councils</u> , and cabinets except the Nominations/Search Committee and the Economic and General Welfare Nomination/Search Committee. The president as an ex-officio member of the Cabinet on Economic and General Welfare, shall serve without vote.	Editorial. Change was made in the 1999 WSNA Bylaws Amendments.

WSNA Bylaws: 2001 Proposed Amendments (cont.)



CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
Section 14. Meetings B. Executive Committee The president may call Executive Committee meetings. The president shall call an Executive Committee meeting upon the request of three elected officers. The president shall determine the time and place for a called executive committee meeting.	Section 14. Meetings B. Executive Committee The president may call Executive Committee meetings. The president shall call an Executive Committee meeting upon the request of three <u>two</u> elected officers. The president shall determine the time and place for a called executive committee meeting.	Accommodates the reduced size of the Executive Committee made in the 1999 WSNA Bylaws Amendments.
ARTICLE VIII - CABINET AND COUNCILS	ARTICLE VIII - CABINET AND COUNCILS	
Section 4. Cabinet on Economic and General Welfare B. Qualifications To be eligible for election or appointment to the cabinet and nominating/search committee, a person shall hold current membership in the WSNA and not be employed in a management or administrative position.	Section 4. Cabinet on Economic and General Welfare B. Qualifications To be eligible for election or appointment to the cabinet and <u>Cabinet on Economic and General Welfare</u> nominating/search committee, a person shall hold current membership in the WSNA and not be employed in a management or administrative position.	Editorial. Further clarifies change made in the 1999 WSNA Bylaws Amendments.
	<u>4. The chairholder term shall be two years. The chairholder shall have served one term or partial term on the Cabinet on Economic and General Welfare within the last three years prior to election as chair.</u>	Provides for an experienced chair who has knowledge of recent issues addressed by the Cabinet on Economic and General Welfare.
	Renumber current #4 to #5 and current #5 to #6.	
D. Responsibilities 20. elect the WSNA representative to the ANA institute of Constituent Member Collective Bargaining Programs from eligible members nominated from WSNA local units in accordance with ANA Bylaws.	D. Responsibilities 20. elect the WSNA representative to the ANA institute of Constituent Member Collective Bargaining Programs from eligible members nominated from WSNA local units in accordance with ANA Bylaws.	Conforms with changes made in ANA Bylaws in 1999.



WSNA Bylaws: 2001 Proposed Amendments (cont.)

CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
E. Economic and General Welfare Cabinet Nominating/Search Committee 3. Responsibilities The responsibilities of the Economic and General Welfare Nominating/Search Committee shall be to research and request names of candidates and prepare a slate according to procedures adopted by the Cabinet on Economic and General Welfare.	E. <u>Cabinet on</u> Economic and General Welfare Cabinet Nominating/Search Committee 3. Responsibilities The responsibilities of the <u>Cabinet on</u> Economic and General Welfare Nominating/Search Committee shall be to research and request names of candidates and prepare a slate <u>for election to the Cabinet on Economic and General Welfare, Cabinet on Economic and General Welfare Nominating/Search Committee, and delegates and alternates to the UAN National Labor Assembly</u> according to procedures adopted by the Cabinet on Economic and General Welfare.	Editorial consistency, and conforms with changes made in ANA Bylaws in 1999.
F. Local Units 1. Definition A WSNA local unit is an organized body of registered nurses who elect to have the WSNA serve as the collective bargaining agent. 2. Composition The voting members of a local unit are dues-paying members of the WSNA.	F. Local Units 1. Definition A WSNA local unit is an organized body of registered nurses <u>and local unit program members</u> who elect to have WSNA serve as the <u>their</u> collective bargaining agent. 2. Composition The voting members of a local unit are dues-paying members of the WSNA. <u>and local unit program members.</u>	Conforms with labor law and is consistent with Article II, new Section 6
G. Local Unit Leadership Council 2. Meetings The Local Unit Leadership Council holds two 2-day meetings yearly and reports to the Cabinet on Economic and General Welfare.	G. Local Unit Leadership Council 2. Meetings The Local Unit Leadership Council holds two 2-day meetings yearly <u>shall meet at least annually</u> and reports to the Cabinet on Economic and General Welfare.	Provides flexibility and is consistent with other language in the WSNA Bylaws.



CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
Section 6. Legislative and Health Policy Council B. Election and Term of Office	Section 6. Legislative and Health Policy Council B. Election and Term of Office <u>2. A term shall be for two years. A member is eligible to serve eight consecutive years on the council.</u>	Corrects an oversight and is consistent with other WSNA Bylaw provisions.
ARTICLE XI - CONSTITUENT FORUM	ARTICLE XI - CONSTITUENT FORUM <u>REPRESENTATIVE COUNCIL</u>	Changes name and status to reflect current practice.
Section 1. Definition The Constituent Forum is a representative assembly which discusses nursing affairs of mutual concern and promotes the interest of the profession, WSNA and its constituents.	Section 1. Definition The Constituent Forum <u>Representative Council</u> is a representative assembly which discusses <u>district</u> nursing affairs of mutual concern and promotes the interest of the profession, WSNA and its constituents <u>membership</u> .	Changes name and status to reflect current practice.
Section 2. Composition A. The Executive Director and Executive Committee of WSNA, the president and chief executive staff member of constituent associations/DNA, shall constitute the Constituent Forum.	Section 2. Composition A. The Executive Director and Executive Committee of WSNA, <u>and the president and chief executive staff member or a designated WSNA constituent associations/DNA member</u> , shall constitute the Constituent Forum <u>Representative Council</u> . <u>The chief staff officer of the constituent association/DNA may attend meetings of the Constituent Representative Council.</u>	Changes membership composition to assure that each constituent association/DNA is represented by a WSNA member.
B. In the absence of the president, a constituent association/DNA may be represented in the Constituent Forum by an alternate appointed by the constituent association/DNA..	B. In the absence of the president, a constituent association/DNA may be represented in the Constituent Forum by an alternate appointed by the constituent association/DNA..	Not needed as it is redundant.



WSNA Bylaws: 2001 Proposed Amendments (cont.)

CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
Section 3. Meetings A meeting of the Constituent Forum shall be held annually. Additional meetings shall be called upon the request of half of the constituent associations/DNAs of the WSNA with the approval of the WSNA president.	Section 3. Meetings A meeting of the Constituent Forum <u>Representative Council</u> shall be held <u>at least</u> annually. Additional meetings shall be called upon the request of half of the <u>active</u> constituent associations/DNAs of the WSNA with the approval of the WSNA president.	Consistent with current practice.
Section 4. Authority A. The Constituent Forum may elect a chairperson from its constituent associations/DNAs president members.	Section 4. Authority A. The Constituent Forum <u>Representative Council</u> may <u>shall</u> elect a chairperson from its constituent associations/DNA president members <u>membership.</u> <u>B. Duties of the Chair</u> a) <u>Compile agenda for meetings of the council</u> b) <u>serve as liaison to the WSNA Board of Directors</u> c) <u>serve as resource to members of the Constituent Representative Council.</u> Current B becomes <u>C</u>	Mandates an elected chairperson and defines that chairperson's duties.
B. The Constituent Forum shall report and may make recommendations to the Board of Directors of WSNA statements of position relative to nursing affairs and the profession.	<u>B C.</u> The Constituent Forum <u>Representative Council</u> shall report and may recommend <u>make recommendations</u> to the Board of Directors of WSNA statements of position relative to <u>district nursing affairs issues</u> and the profession.	Refines and clarifies the role and relationship to the WSNA Board of Directors.
Section 6. Voting Each District shall have one vote.	Section 6. Voting Each District <u>constituent association/DNA</u> shall have one vote <u>which must be cast by the president or his/her designee.</u>	Clarifies who votes.

WSNA Bylaws: 2001 Proposed Amendments (cont.)



CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
ARTICLE XIII - AMERICAN NURSES ASSOCIATION	ARTICLE XIII - AMERICAN NURSES ASSOCIATION	
Section 2. Relationship E. hold voting seats in the ANA House of Delegates, Constituent Assembly, Institute on Nursing Practice, and the C.B. Institute in accordance with ANA bylaws and policies.	Section 2. Relationship E. hold voting seats in the ANA House of Delegates, Constituent Assembly, Institute on Nursing Practice, and the C.B. Institute <u>and United American Nurses (UAN) National Labor Assembly</u> in accordance with ANA bylaws and policies.	Conforms with 1999 ANA Bylaws amendments.
Section 3. Delegates A. The number of delegates to represent the WSNA at the ANA House of Delegates and Institute representatives to represent WSNA at the Institutes, shall be specified by the ANA.	Section 3. Delegates A. The number of delegates to represent the WSNA at the ANA House of Delegates and Institute representatives to represent WSNA at the Institutes, and the <u>number of delegates to the UAN National Labor Assembly shall be specified by the ANA Bylaws.</u>	Conforms with 1999 ANA Bylaws amendments.
B. Delegates and alternates to the ANA House of Delegates shall be WSNA members elected by the members of WSNA by secret ballot following each biennial meeting of the General Assembly with appropriate provisions to allow for all members to vote in accordance with procedures established by the Board of Directors, including but not limited to a secret ballot. All shall serve for a two-year term or until successors are elected.	B. Delegates and alternates to the ANA House of Delegates shall be WSNA members elected by the members of WSNA by secret ballot following each biennial meeting of the General Assembly with appropriate provisions to allow for all members to vote in accordance with procedures established by the Board of Directors, including but not limited to a secret ballot. <u>Categories of delegates to the ANA House of Delegates shall be at-large and staff nurse. Delegates shall be apportioned to these two categories based on the number of members in each category. A member may only seek election in one category for which they are qualified.</u> All shall serve for a two-year term or until successors are elected.	Provides for proportional representation of the WSNA Delegation to the ANA House of Delegates and is consistent with practice for the past 25 years. See Proviso Below.



WSNA Bylaws: 2001 Proposed Amendments (cont.)

CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
	<u>PROVISO FOR DEFINITION OF DELEGATES REPRESENTING STAFF NURSE AND AT-LARGE</u> <u>There shall be two categories of ANA Delegates: Staff Nurse and At-Large.</u> <u>Staff Nurse</u> <u>To be eligible to serve as a Staff Nurse, a WSNA member must be one who is non-supervisory, non-managerial, and includes one or more of the following: (a) is employed by a health care institution or agency; (b) whose primary role is a provider of direct patient care; (c) who is collective bargaining eligible under applicable labor law.</u> <u>At-Large Definition</u> <u>To be eligible to serve as an at-large delegate, a WSNA member must be one who does not meet the qualifications of the staff nurse category.</u>	NOTE: This PROVISO will appear at end of bylaws when they are reprinted.
C. Institute representatives shall serve a two-year term or until successors are elected. Institute representatives shall serve not more than two consecutive terms. If a vacancy occurs in an office of an Institute representative, the appropriate cabinet shall appoint an Institute representative for that unexpired term.	C. Institute representatives shall serve a two-year term or until successors are elected. Institute representatives shall serve not more than two consecutive terms. If a vacancy occurs in an office of an Institute representative, the appropriate cabinet shall appoint an Institute representative for that unexpired term. <u>C. WSNA, as a member of UAN, is entitled to one delegate at large and additional delegates as specified in the ANA Bylaws. Delegates and Alternates to the UAN National Labor Assembly shall:</u> <u>1. be WSNA members;</u> <u>2. be elected by members of bargaining units represented by WSNA;</u>	Conforms with changes in ANA Bylaws made in 1999.

WSNA Bylaws: 2001 Proposed Amendments (cont.)



CURRENT BYLAWS	PROPOSED AMENDMENTS	RATIONALE
	3. <u>be elected by secret ballot for a two-year term;</u> 4. <u>be members of a bargaining unit represented by WSNA throughout the term of office as delegate to the UAN National Labor Assembly;</u> 5. <u>serve as delegates for no more than four consecutive terms, exclusive of any time served on the UAN Executive Council.</u> <u>If a vacancy occurs in the office of UAN delegate, the position shall be filled by the elected alternates in the order of votes received in the election.</u>	
E. To be eligible for election to the C.B. Institute, a person shall be represented for the purpose of collective bargaining by WSNA. The term of office shall be two years and the member shall be a member of a bargaining unit represented by WSNA throughout the term of office. An individual shall serve not more than two consecutive terms.	E. To be eligible for election to the C.B. Institute, a person shall be represented for the purpose of collective bargaining by WSNA. The term of office shall be two years and the member shall be a member of a bargaining unit represented by WSNA throughout the term of office. An individual shall serve not more than two consecutive terms.	To conform with changes in ANA Bylaws made in 1999.



Nursing Student Scholarship Awards

by Kate Fleury, RN

Four \$1,000 scholarships are awarded annually to deserving nursing students who excel in academic performance, nursing leadership, and who demonstrate community involvement and commitment to the Washington State Nurses Association.

The recipients of the Year 2000 scholarships are: Wendy J. Robbins from the University of Washington; Lynne S. Duran from Pacific Lutheran University; Debbie R. Noel from Wenatchee Valley College; and Deborah Nighswonger from Highline Community College.

These individuals bring an exciting diversity of backgrounds and reasons for pursuing a nursing career. Here are some of their insights:



Wendy Robbins, RN grew up on a farm and helped her father to care for the farm animals, from birth to death. She was a volunteer fire fighter in her community and learned how to stay "cool under pressure." In nursing school she was elected to serve as President of the Student Nurses Association, where she facilitated revision of bylaws, helped the group acquire their own room, and began fund drives which are now traditional activities supporting the organization. She says, "Leadership is more than just serving on committees. It is my attitude every day. It is how I treat my patients and how I act toward my colleagues." Wendy graduated with honors from the Everett Community College in June 2000, and has been accepted in the University of Washington's "RN to BSN Program."



Coming from a family of nurses, it might have seemed unavoidable that **Lynne Duran, RN** would become a nurse and eventually a nurse practitioner. She earned her nursing degree and has worked in the emergency department, where she facilitated an informal meeting between Emergency Department and ICU nurses which resulted in improved working relationships and better patient care. Later she took time off to raise a family and to reflect on her future in nursing. She found herself interested in holistic modalities. "I found my beliefs informed by a philosophy and valued the whole person, that probed the meaning of illness, and that emphasized the need for balance in all aspects of life." This, combined with a desire for more challenge and autonomy, has led her to pursue the goal of becoming a Family Nurse Practitioner with a focus on wellness.



Debbie Noel graduated from Leavenworth High School in 1972 where she was very active in student government. After raising her family and working in a fruit packing plant for many years, Debbie decided to do something different with her life. Debbie remembers when she first decided to become involved in the care of individuals. Her daughter's best friend had become a certified nurses aide and was working at her local hospital. As Debbie listened to her describe her experiences and how much satisfaction she got from working as a CNA, Debbie decided she could do that too. After becoming a CNA herself, she was employed by Colonial Vista Care and Rehabilitation in 1996 where she has worked since. She decided to become an RN after working at the facility for some time. Debbie said, "I truly adore my residents but found that I was very limited in giving them care. I realized by becoming an RN I could develop plans of care for residents and address some of the issues that I feel are sometimes overlooked. I have been encouraged and supported by the facility staff and appreciate their advise and wisdom." Debbie expects to graduate in 2001 and plans to work as an RN for a while and then continue her education in gerontology and to advocate for quality of life and funding for better care for the elderly.



Deborah Nighswonger attended high school in southern California before graduating with honors from Decatur High School in Federal Way in 1974 where she was active in sports. Deborah put off nursing school while she raised her family and worked as a medical transcriptionist for 19 years. Deborah continued to dream of becoming a nurse and after returning to school, has earned high scholastic marks at Highline Community College since her enrollment. She says she is committed to life-long learning. Deborah has also been working as a volunteer Emergency Medical Technician and was voted "most inspirational" as one three women among 30 volunteer recruits at the fire training academy in 1995. She was also voted the EMT of the year for King County Fire District #46 in Auburn in 1996 and 1997. She is now working as a medical-surgical technician and unit clerk at Valley Medical Center while she attends nursing school. Her after-graduation plans include continuing to work at Valley General in the emergency department as an RN and to eventually return to school for her BSN.

The Washington State Nurses Foundation thanks all of the candidates who submitted applications, and encourage nursing students to participate in the 2001 scholarship candidate search. Information and scholarship applications are available now, and the deadline for submission of the applications is March 15, 2001.

EXCEED YOUR EXPECTATIONS



Clinical Nurse Specialist

Please refer to job posting #99-2300.WANA

Mayo Clinic is an affirmative action and equal opportunity educator and employer.

Mayo Clinic currently has an opportunity for a Clinical Nurse Specialist in the Department of Nursing. Responsibilities of this position include functioning as a leader in the roles of care provider, educator, consultant, and researcher for the renal, pancreas, and liver transplant specialty practice.

Qualified candidates must have a Master's degree in Nursing with a Clinical Nurse Specialist focus. Must be able to obtain a Minnesota RN license. Five years of successful work experience in nursing with experience in transplantation beneficial.

Mayo Nursing has been awarded Magnet Hospital Recognition Status for Excellence in Nursing Service by the American Nurses Credentialing Center. Enjoy the best of both worlds, a stimulating nursing practice environment and a quality lifestyle.

As a leader in healthcare, Mayo Clinic offers an excellent salary and benefits package. **Please submit resume to:**

Mayo Clinic Stephanie Rotz, Human Resources OE-4
 200 1st Street SW | Rochester, MN 55905

Mayo Clinic uses optical scanning technology. Please use a 12 point font in your resume with minimal use of bullets, italics, underlining and bolding.

fax 507-266-3167
e-mail careers@mayo.edu
www.mayo.edu

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January through May, 2001

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.

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.

January 2001:

Adult Medical Surgical Nursing Procedures; *Jan. 2-5;* Tacoma, WA; Contact Hours: 25; Fees: \$439; Contact: B.

Role Development for Nurse Educators; *Winter 2001;* Seattle; Certificate Program; No Contact Hours; Fees: \$981; Contact: Seattle Pacific University; 206-281-2027.

February 2001:

Advanced Pharmacology; *Feb. 21-23;* Waikiki, Hawaii; Contact Hours: 28.2 (Pending); Fees: \$377; Contact: Hawaii Nurses' Association: 1-808-531-1628.

March 2001:

Naming Nursing: Developing and Communicating Nursing's Professional Language: Third European Conference of the Association for Common European Nursing Diagnoses, Interventions and Outcomes; *March 22-24;* Berlin, Germany; Contact Hours: None; Fees: Euro, 135 to 385; Contact: Prof.Dr. June Clark, ACENDIO, 31-23-551-8631 or oudnico@netscape.net

May 2001:

Pursuing Excellence in Challenging Times: Oncology Nursing Society 26th Annual Congress; *May 17-20;* San Diego, CA; Contact Hours: Based on number of sessions attended; Fees: \$70 - \$525; Contact: Oncology Nursing Society; 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.



WSNA Receives Provider Approval

The Ohio Nurses Association approved the Washington State Nurses Association's newly formed Continuing Education Provider Program (CEPP) as a Provider of continuing education until September 1, 2003. WSNA was previously approved by the American Nurses

Credentialing Center as a Provider from 1977 until August 30, 1999. The savings in application fees and the costs of a site visit, plus the fact that Ohio is also a collective bargaining state were important factors in deciding to apply to Ohio.

As an Approved Provider, WSNA will be able to continue to grant its members contact hours for educational activities they attend at their Districts, Local Units, the annual Nursing Development Conferences, or the biannual Summits.

Attention CE Providers: Consider Becoming Approved by WSNA

If you are not now approved by WSNA as a CE Provider or have not submitted individual educational activities to WSNA for approval, you are missing out on a tremendous marketing advantage. WSNA is accredited by the American Nurses Credentialing Center as an Approver of CE for registered nurses until 2005. Approval of your Provider status or of your individual workshops, conferences, and self-study programs by WSNA assures participants that your educational activities have met ANCC's high approval standards. Also, ANCC approval

by WSNA is recognized and accepted by most states and countries.

ANCC certified nurses, who wish to re-certify using the continuing education option, must attend CE from ANCC accredited/approved providers. Starting in the year 2003, 50% of the contact hours required for re-certification must be provided by an ANCC accredited or approved provider. This means that these nurses are now in their five-year period and are looking for CE from accredited/approved providers. With over 149,000 nurses currently certified through ANCC in over

32 specialty areas, the marketing potential is huge.

Targeting the certified nurse on your marketing materials might include statements directed to the ANCC certified nurse, such as "As of 2003, 50% of your contact hours must be provided by an ANCC accredited or approved provider" followed by your WSNA/ANCC accreditation statement.

Contact Joy Blackwood at 202-651-7000, Ext. 7280, to purchase labels from ANCC for certified nurses of a particular specialty. A minimum order will cost \$300.

**Washington State Nurses Association –
Political Action Committee**

**19th Annual
NURSE LEGISLATIVE
DAY**

**Monday February 12, 2001
Downtown Olympia**

**Join hundreds of nurses and nursing students from around the
state and attend the 19th Annual Nurse Legislative Day in
Olympia. It's an energizing, educational, fun-filled day.**

WSNA-PAC
575 Andover Park West #101
Seattle, WA 98188

Phone: 206-575-7979 ext 3006
Website: www.wsna.org
Email: apiazza@wsna.org

Web Sites for Researching Competency Issues

Like many of your colleagues, you may not think about competency until faced with documenting your continued competency or you may only think of competency in relation to new graduates and their basic beginning competencies. Activities related to identifying and establishing nursing practice competencies beyond the basic level, or continued competencies, have been the focus of state nursing associations, regulatory boards, certifying agencies, educators, professional associations, external stakeholders, and individual registered nurses.

Several papers exploring the issues of accountability and assurance of quality nursing care can be found on the Online Journal in Nursing web site at (<http://www.nursingworld.org/ojin/topic10/tpc10toc.htm>). There you will find links to the following papers and letters to the editors published online between September 30, 1999 and June 30, 2000: (Be sure to read the letters to the editor as well as the responses they generated.)

1. "Initial and Continuing Competence in Education and Practice: Why Should It Be Mandatory?"
2. "Redesigning Expectations for Initial and Continuing competence for Contemporary Nursing Practice"
3. "The Framework, Concepts, and Methods of the Competency Outcomes and Performance Assessment (COPA) Model"
4. "Competency Assessment: Methods for Development and Implementation in Nursing Education"
5. "Assuring Continued Competence: Policy Questions and Approaches: How Should The Profession Respond?"
6. "Reducing Threats to the Implementation of a Competency-Based Performance Assessment System"
7. "Practice Development Credentialing in the United Kingdom"

Another web site that discusses assessing continued competence from the viewpoint of a certifying agency is located on the ONCC (Oncology Nursing Certification Corporation) site at (http://www.oncc.org/pages/special_publications/specpub_asses.htm).

Next Issue: Web Sites on Competency

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

Davies Pearson, P.C. **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
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NURSE: RN, LPN, or Certified Medical Assistant needed. Bilingual, English/Spanish preferred, for progressive family practice with 10 providers at a Community Health Center in the beautiful Columbia Gorge. Flexible hours, no night shifts! Current OR license required. Send resume with cover letter to Personnel, 849 Pacific Ave., Hood River, OR 97031, or fax to (541) 386-1078. EOE.

Newly certified, working toward prescriptive authority, or just obtained it? I provide individual or group consultation on prescribing psychotropics. Practical, supportive clinical case focus from one who has been prescribing since 1983, and also providing medication consultation to ARNP's since 1992.

This can help you meet the 100 hour consultation/supervision requirement during the five year recertification period recently mandated by the ANCC for those initially certified in 2000 or later as Adult Psychiatric Clinical Nurse Specialists. Non-psychiatric ARNP's welcome also!

Contact Sandy Barnes, ARNP, MN.
Phone: (206) 441-0210.
E-mail: barness@iopener.net

Maternal-Fetal Medicine Program of Evergreen Hospital Medical Center is proud to announce the Fifth Annual Eastside Perinatal Conference:

CHALLENGING PERINATAL ISSUES For the Obstetrics Community on Friday, April 20, 2001. For registration and further information, please call (425) 899-3480.

Lactation Basic Course on March 19-23, May 14-18 and October 15-19, 2001. Establishing Breast Feeding workshop on February 5, 6 and 12, and November 8, 9 and 15, 2001 at Evergreen Medical Center, Kirkland. For more information please call (425) 899-3480.

University of Washington Schools of Nursing and Public Health and Community Medicine are pleased to announce that applications are now being accepted for a new concurrent degree program, leading to a Master of Nursing (focus on Advanced Practice in Care Systems Management) and a Master of Health Administration. This new MN-MHA program can be completed in 7 quarters of full-time study.

We accept students with diverse backgrounds who are seeking to acquire knowledge and skills to prepare them to perform effectively in a variety of settings as health care administrators, planners, analysts, consultants, and policy-makers. Students in the concurrent degree program will have emphasis on management, analysis and policy components of the clinical enterprises, in a health care setting.

Visit our web page for details:

www.son.washington.edu/departments/bnhs/condegpro_default.asp

For an application, contact:

**UW School of Nursing
Academic Programs Office**
1-800-759-NURS or (206) 543- 8736
email: sonapo@u.washington.edu

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Every 10 months Verizon Wireless will help you get a new phone by automatically qualifying you for a discounted equipment upgrade, keeping you current with advances in technology.

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Your association has a dedicated, knowledgeable sales representative who can answer your questions and connect you with the right phone and calling plan for your needs.

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Verizon Wireless has spent almost 15 years expanding and perfecting our networks. Which means quality connections virtually wherever you go - locally, regionally and nationally.

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Verizon Wireless guarantees responsive customer service 24 hours a day, 7 days a week. See your Calling Plans brochure for details.



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Shelly.Egbert@VerizonWireless.com

Credit approval required with new activations. To upgrade existing equipment, call 1-888-466-4646. Roaming and Long Distance charges not included. Some restrictions may apply. Airtime and equipment rates subject to change without notice. Calls are timed from when you press send to a few seconds after you press the end while the network confirms completion of your call. Airtime, roaming and long distance are billed by rounding up to the next full minute, so the number of minutes you are billed may vary from actual minutes of use. You are billed for incoming and outgoing calls. You are not billed for unanswered calls or busy signals in your Verizon Wireless Home Service Area. 60 second billing with one minute minimum per call.

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Step 1: All applicants **must** complete section 1

Step 2: If you will be transferring your airtime service from another carrier to Verizon Wireless, complete section 2.

Step 2: Or if you will be activating a phone currently not in service or a current Verizon Wireless phone, complete section 2.

Step 3: If you will be purchasing cellular equipment or would like Enhanced Services.

Step 4: All applicants must complete section 4 and Sign.

Step 5: Fax order form to Shelly Egbert @ (425) 603-2837

(1) SERVICE *required*

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Employee Name: _____
Check Prefix City: _____ Seattle(206) _____ Tacoma(253)
_____ Everett(425) _____ Olympia(360)
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_____ Other _____ Arlington(360)
Billing Address: _____

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☐ \$40/Mo. with 500 anytime minutes (.25 after)(LDL4)
☐ \$50/Mo. with 700 anytime minutes (.25 after)(LDL5)
Local Calling Plans Include: FREE Long Distance.
1000 FREE Weekend Minutes. Exp. 12/31/00

Regional Calling Plans (S.T.A.R.)

- ☐ \$39.99/Mo. with 460 anytime minutes (.30 after)(STD4)
☐ \$49.99/Mo. with 575 anytime minutes (.30 after)(STD5)
☐ \$79.99/Mo. with 920 anytime minutes (.25 after)(STD6)
Regional Calling Plans (S.T.A.R.) Include: FREE NATIONWIDE LONG DISTANCE &
ROAMING IN WA, OR, & N. ID. 500 FREE Weekend Minutes for Life Exp. 12/31/00

SingleRate Calling Plans

- ☐ \$55/Mo. with 400 anytime minutes (.35 after)(SRD2)
☐ \$75/Mo. with 600 anytime minutes (.35 after)(SRD3)
☐ \$100/Mo. with 900 anytime minutes (.25 after)(SRD4)
FREE NATIONWIDE LONG DISTANCE IN ALL 50 STATES Tri-Mode Phone Required

FAMILY SharePlans

- ☐ \$50/Mo. TWO PHONES, share 300 minutes (.30after)(FSD5)
☐ \$80/Mo. TWO PHONES, share 800 minutes (.30after)(FSD6)
Add a third or fourth line of service for an additional \$20 each per month. Plans
Include: FREE Mobile-to-Mobile, FREE Activation & FREE Long Distance when
calling from Verizon Wireless Network

DELIVERY:

Please allow 5-7 business days for UPS shipping.

Please provide physical street address for shipping. PO Boxes will not be accepted.

Shipping Address for equipment:

(2) I HAVE MY OWN CELLULAR PHONE

☐ Add my new phone to my existing cellular account, note phone # below.

Existing Cellular #: _____

To upgrade your cellular phone, call Customer Service at 1-888-466-4646

(3) EQUIPMENT

DUAL-MODE PHONES:

- ☐ Audiovox CMD 4500 Digital (152445)
☐ Motorola V8160 Digital (112891)
☐ Qualcomm 860 Digital (192806)

TRI-MODE PHONES:

- ☐ Motorola Timeport P8767 (112430)
☐ Kyocera 2035A (192035)
☐ Nokia 5185i (182518)
☐ Audiovox CMD 9000 Tri-Mode Digital (152950)
☐ Motorola StarTac Tri-Mode Digital (112950)

OPTIONAL ACCESSORIES:

WSNA Members Receive 1 FREE Option!!!!

- ☐ Leather Case
☐ Cigarette Lighter Adapter, Car Charger

☐ Other: _____

ENHANCED SERVICES:

- | | |
|---|-------------|
| ☐ Unlimited Mobile to Mobile | \$19.99/mo. |
| ☐ 1000 Mobile to Mobile Minutes | \$9.99/mo. |
| ☐ Mobile Web | \$6.95/mo. |
| ☐ Roadside Assistance | \$2.95/mo. |
| ☐ Free Voice Mail with Paging | Free! |
| ☐ Connection Protection \$35 ded | |

(4) MISC. *required*

PAYMENT OPTIONS:

Responsible Billing Party: ☐ Company ☐ Employee

- ☐ Direct Bill Account (Purchase will appear on first airtime bill)
☐ 3 Equal Payments (Available with purchase of \$100 or more)

OR

- ☐ VISA ☐ MASTERCARD
☐ AMEX ☐ DISCOVER

NAME: _____

CARD#: _____ EXP DATE _____

Would you like automatic credit card billing for service each month? YES NO

☐ 1 YEAR CONTRACT

☐ \$25.00 Activation Fee

ADDITIONAL COMMENTS: _____

Signature: _____

Fax completed form to: Shelly Egbert (425) 603-2837



Washington State Nurses Association
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