

THE WASHINGTON

NURSE

**SPRING 2001
VOLUME 31 NO. 1**

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THE WASHINGTON NURSE

Volume 31, No. 1
Spring 2001

WASHINGTON STATE NURSES ASSOCIATION
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The information in this newsmagazine is for the benefit of WSNA members. WSNA is a multi-purpose, multi-faceted organization. *The Washington Nurse* provides a forum for members of all specialties and interests to express their opinions. Opinions expressed are the responsibilities of the authors and do not necessarily reflect the opinions of the officers or membership of WSNA, unless so stated. Copyright 2001, WSNA. No part of this publication may be reproduced without permission.

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

ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

May

- 6 Rally for Safe Staffing - Westlake Park, Seattle
- 18 Cabinet on Economic and General Welfare
- 12 Finance Committee
- 12 Executive Committee
- 19 District President & Council
- 28 Office Closed - Memorial Day Observed

June

- 2 WSNA Delegate Orientation
- 5 Tri Council Meeting
- 7 WSNA Elections Ballot Counting
- 10-15 ICN - Copenhagen, Denmark
- 27-28 UAN National Labor Assembly - Washington DC
- 29-30 ANA House of Delegates - Washington DC

July

- 1 ANA House of Delegates - Washington DC
- 4 Office Closed - Independence Day
- 7 Professional Nursing and Health Care Council
- 19 WSNA Board of Directors/ Cabinet & Councils Orientation
- 20-21 WSNA Board of Directors Meeting

September

- 3 Office Closed - Labor Day
- 21 CEARP Committee
- 29 Cabinet on Economic and General Welfare - Lake Chelan
- 30 Local Unit Leadership Training - Lake Chelan

October

- 1-2 Local Unit Leadership Training - Lake Chelan

WSNA BOARD OF DIRECTORS & HEADQUARTERS STAFF

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Debra Weston

INFORMATION RESOURCES AVAILABLE WSNA WEBSITE

<http://wsna.org>



The past four years of serving as your president has been memorable and rewarding. I am extremely proud of the work that WSNA has accomplished and believe it is directly related to the partnerships that currently exist between our expert WSNA staff and committed volunteer leadership. However, I need to alert you to my concern that the current level of resources, both fiscal and human, are not going to be adequate to accomplish the tasks we have ahead of us. The current level of staffing at WSNA and current amount of dues revenue is severely stretched while the amount of work needing our attention is growing.

As we move forward to address and plan for the effects the nursing shortage will have on the health care delivery system in this state, WSNA must continue to take a key leadership role in defining the scope of the issue and potential solution strategies for implementation. There is potential for Nursing's shortage agenda to be included, and perhaps significantly weakened, in well-meaning attempts to address the broader issue of a "health professional" shortage. We cannot let that happen. Registered nurses make up more than 20 per cent of the health care work force and unless steps are taken soon, both patient care and the

profession will suffer greatly. We will need to continue to strengthen our ties with other nursing organizations, legislators, policy makers and outside stakeholder groups to assure that Nursing is speaking with one voice and to assure that our legislators and policy makers understand the unique contribution nurses make in achieving quality patient outcomes. We must also increase our membership numbers not only to help spread the burden of cost across a greater number of nurses, but also to increase our effectiveness to influence policy and legislation. Numbers talk. The more members we have, the louder and more influential will be our voice.

Nursing in Washington State and across this country has a history of successful resolution of issues that have broad-based implications for the profession. In fact, many of these issues have been a unifying force for the professional organization (WSNA/ANA). The looming nursing shortage and current staffing crisis are such issues. We know that only a small percentage of nurses belong to any professional organization and that the financial burden related to addressing the shortage/staffing issue will be born by those few. It is time to give your non-member co-workers and colleagues a wake-

up call. No matter if they are able to directly and actively participate in this important work or not, all nurses need to support the work with their dues payment.

Maintaining the status quo of our current practice environment is not acceptable. Our ability to provide safe patient care is in great jeopardy. Our ability to provide quality patient care, in many settings, is no longer possible. We can turn this around if we are all supporting the work.

Thank you for the opportunity you have given me to serve as WSNA President. I am honored and proud to have represented WSNA and each of you these past four years. I am continuing in my role as member of the ANA Board of Directors and plan to continue to work within WSNA as I am needed.

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



LEADERSHIP DEVELOPMENT CONFERENCE

SEPT. 29 – OCT. 1, 2000
LAKE CHELAN

MARK YOUR CALENDARS!

WSNA
ONE STRONG VOICE



WSNA



Candidate Profiles

This section highlights all of the WSNA members who are running as candidates for WSNA elected offices for the 2001-2003 biennium with the exception of those members nominated at the General Assembly. Their names will appear on the ballot. Please keep and refer to this information when voting for elected officials in the upcoming election.

WSNAs in good standing will receive a mailing in early May with a ballot, voting instructions, a ballot envelope, and a return envelope. ***To be counted, all ballots must be returned in the appropriate envelopes by June 1, 2001.*** Ballots will be opened and counted at the King County Elections Division on June 7th, 2001.



Louise Kaplan



Julia A. Weinberg



Helen Hing Kuebel



Martha Worcester



Patricia Di Egidio Tobis



Judi M. Lyons



PRESIDENT

LOUISE KAPLAN

District #13, Olympia

Education: MN, FNP, University of Washington, Seattle; Doctorate in Health Policy, Brandeis University, Waltham, Massachusetts

Present Position: Assistant Professor, Pacific Lutheran University, Tacoma; Family Nurse Practitioner at The Clinic at Elma and Tenino Family Practice

Present Offices: WSNA Board of Directors; Chair, WSNA Legislative and Health Policy Council; District President

Previous Offices: WSNA Second Vice President; Legislative Committee; PAC Board of Trustees Chair, Vice-Chair; District President, Secretary

Honors, Awards, Memberships:

National Health Service Corps Scholarship, Pew Health Policy Fellow; Sigma Theta Tau, APHA, ARNPs United, American College of Nurse Practitioners, Chair, Thurston County Family Planning Advisory Committee, Thurston County Access to Care Committee.

Statement: "The rapidly changing health care environment places nurses in challenging practice situations. The nurse shortage, mandatory overtime, and worker safety are some of the pressing issues WSNA must be involved with as policies, laws and regulations are developed. The spiraling cost of health care, access to care issues and the shift to community-based care are all factors that will affect how and where nurses practice.

"I am committed to working with WSNA members to assure that the interests of all our members are represented as WSNA tackles these issues. WSNA needs to be a key player in the process of creating health care for the future so nurses can practice in a way that allows them to assure quality and that accords them respect.

"I believe WSNA must continue to support collective bargaining efforts to protect the welfare of nurses and to promote an

environment in which safe nursing care can be provided. When necessary, WSNA must use the legislative and regulatory process to promote nursing and protect nurses."

JULIA A. WEINBERG

District #16, Bow

Education: Associate Degree, Everett Community College; Certification in Post Anesthesia Care

Present Position: Staff Nurse, Post Anesthesia Care Unit, Affiliated Health Services, Mt. Vernon

Present Offices: WSNA Liaison to SWANS; Chair of WSNA Constituent Forum; PAC Board of Trustees; Local Unit Secretary; District Secretary, Interim President; ANA Delegate

Past Offices: WSNA Board of Directors, Cabinet on Nursing Practice and Education; Local Unit Chair, Grievance Officer

Honors, Awards, Memberships:

1995 AHS Staff Nurse of the Year; Internal Organizer Award; WSNA Joanna Boatman Staff Nurse Leadership Award; Outstanding Negotiating Team Member. Member of American Society of Peri Anesthesia Nurses; NW Post Anesthesia Nurses Association; Certified in Post Anesthesia.

Statement: "I am a staff nurse and am active at many levels of the association; advocating for nurses, student nurses and patients for over 17 years.

"I, like each of you, have been working hard to protect and promote the quality of nursing care delivered to all patients in every setting; at the bedside or in the community.

"I believe it is important for nurses to be supportive of each other and to mentor students entering the profession.

"Over the years I have participated actively and seen the power nurses have to effect change for improved patient care, nursing practice and working environments.

"I believe very strongly that the power of the many speaking out

together with one voice on issues which affect safety and quality care for patients is more mighty than the one small voice.

"I believe, as nurses, we know the value nursing contributes to healthcare and those we serve, the public.

"I believe we then need to take this step further, to actively participate and articulate to those who make decisions about healthcare access, funding, education, laws and regulations both locally and statewide what nursing contributes to the healthcare needs of the public.

"I believe WSNA needs a leader who understands the issues nurses face today and has been in there fighting for what is right for patients and our profession. I would like to be that leader.

"I would appreciate your vote and the opportunity to speak for and to serve you as President of the Washington State Nurses Association. Thank You."

VICE PRESIDENT

HELEN HING KUEBEL

District #10, Ridgefield

Education: Masters, Catholic University of America, Washington DC; BSN, University of Michigan

Present Position: Nursing Program Director, Lower Columbia College, Longview

Present Offices: WSNA Board of Directors, At-Large; WSNF Board of Trustees

Past Offices: WSNA Cabinet on Ethics and Human Rights; District Board of Directors

Honors, Awards, Memberships: Sigma Theta Tau (Kappa Chapter); Sierra Club Life Member; Member of Amnesty International; Member, Nursing Program Advisory Committee WSU-Vancouver and University of Portland.

Statement: "Each registered nurse in our profession of nursing can make a difference in the direction of health care policy, professional opportunities and educational options. This is an important time to

Candidates

support WSNA and ANA in order to form alliances and to accept opportunities to positively impact legislation and health care and to be the voice of nursing.”

SECRETARY TREASURER

MARTHA WORCESTER

District #2, Seattle

Education: Baccalaureate, California State University at Chico; Masters, University of California, San Francisco; Doctorate, University of Washington, Seattle

Present Position: Associate Professor, Director of Nursing Practice Pathway, Seattle Pacific University, Seattle; Per Diem Nurse Practitioner, Providence Elder Place, Seattle

Present Offices: WSNA Legislative and Health Policy Council; District Government Affairs Committee

Honors, Awards, Memberships: SEARCHIN; Sea Mar Home Health and Extended Care Facility Advisory Board.

Statement: “My nursing practice is both as an educator at Seattle Pacific University and as a gerontological nurse practitioner at Sisters of Providence's PACE (Program for All-inclusive Care for the Elderly).

“I have been an active member in ANA since becoming a nurse, and since coming to the state in 1984 have served on the board of KCNA for six years and have been active on the Governmental Affairs Committee of KCNA and the Legislative and Health Policy Council of WSNA.

“I have been secretary for many professional committees and organizations. I am committed to ANA and WSNA as the primary voice for all nurses and am excited about serving the nursing profession in this capacity.”

DIRECTORS AT-LARGE

KATHI S. GIBBS (Self-Declared)

District #3, McCleary

Education: Masters, St. Martin's College

Present Position: Nursing Director, Lewis County Public Health Department

Present Offices: WSNA PAC Board of Trustees Vice Chair

Honors, Awards, Memberships: Sigma Theta Tau International, SEARCHN.

Statement: “I have been a Registered Nurse for the past 20 years. During those years, I have worked as a nurse in many settings, including hospitals, clinics, schools, lumber mills, and jails. As a public health nurse for the past 12 years, I have worked hard within communities to positively affect the health and safety for children and families.

“I began my career with an associate degree, and two years ago I completed my Masters in Nursing with an emphasis on leadership and health care policy. I am currently working as a Nursing Director in a small, rural health department. I feel passionately about issues affecting not only nurses where wherever they practice, but also the larger issue of health care in this state that affects us all.

“I would be honored to serve on the Board of Directors for WSNA and put my experience and education to work for all nurses in Washington state.”

DIANE MAIER

District #4, Spokane

Education: Baccalaureate Degree, Seattle Pacific University

Present Position: Nursing Instructor, Spokane Community College

Present Offices: District Board of Directors At-Large

Past Offices: District Board of Directors

Honors, Awards, Memberships: Mt. Spokane and Regional Exceptional Auxiliary Ski Patrol Award; AHE, WEA, NETT (education).

Statement: “Nursing has been a life long profession and career for me. Over the past 30 years my work has been in a variety of clinical and educational settings. Many benefits

have come my way. Now my desire is to reciprocate through service to my professional association. I offer my assistance to promote unity, enthusiasm, along with issues of competency and safety in nursing.”

VERLEE 'VEE' SUTHERLIN

District #4, Nine Mile Falls

Education: Diploma, Deaconess Hospital School of Nursing, Spokane; Baccalaureate, Whitworth College; Masters in Education and Nursing, Gonzaga University, MED, and University of Portland, MSN

Present Position: Director, School and College Relations, Community Colleges of Spokane; Staff Nurse, part-time, Sacred Heart Medical Center, Spokane

Present Office: WSNA Finance Committee

Past Offices: WSNA Treasurer, Vice President, Board Member, Member of WSNA Cabinet on Nursing Practice and Education; District Vice President, and numerous district committees.

Statement: “As a candidate for Director At-Large, I look forward to your vote. I have been involved with WSNA, as well as my district unit, for many years and want to continue my contributions and activity.

“With another nursing shortage, WSNA will have increased exposure and influence. My extensive background in the nursing profession, as well as recruitment activities, will be an asset to the organization.”

MARY K. WALKER

District #2, Seattle

Education: Baccalaureate, Loyola University, Chicago; Masters, University of Illinois, Chicago; Doctorate, University of Illinois, Chicago; MA in Biopsychology, University of Chicago

Present Position: Professor and Dean, School of Nursing, Seattle University

Present Offices: ANA Committee on Quality Indicators, ANF Review Panel, ANF Board of Trustees Alternate, American Academy of Nursing



Past Offices: Kentucky Nurses Association Board of Directors, Chair, Gerontological Council, Finance Committee member; ANA Convention Planning Committee, Bylaws Committee, ANA Delegate, Chair, Congress of Nursing Practice, Vice-Chair ANA Congress of Nursing Practice; Member, Legislative Committee, Chair, Acute Care Quality Indicators Committee, Member, Social Policy Statement.

Honors, Awards, Memberships: KNA Nurse of the Year, AJN Book of the Year (Critical Care Geriatrics); Member of ANA, WSNA, American Association of Colleges of Nursing.

Statement: “The “health” of nursing as a discipline is a benchmark of the health of the American people. Nationwide, we face a nursing shortage unparalleled in our history. This shortage of RNs threatens the standards of professional practice and compromises the availability and accessibility of health care services.

“I have been a member of ANA for 28 years. I am committed to applying my experience at the local, regional, and national levels as an assertive and creative voice of the practice of professional nursing and as an advocate for nurses and nursing issues in the state and nationally.”

DIRECTOR AT-LARGE STAFF NURSE

PATRICIA (TRISH) DI EGIDIO TOBIS

District #2, Mercer Island

Education: Masters, University of Washington, Seattle

Present Position: Care Management RN, Group Health Cooperative

Past Offices: WSNA Secretary, Board of Directors; PAC member and chair; Swedish Hospital Local Unit Chair; District Board of Directors, Second Vice President, ANA Delegate; Honors, Awards, Memberships: KIXI Nurse of the Day; King County Excellence in Nursing Practice; Members of

ANA, Sigma Theta Tau; Washington Council on Crime and Delinquency.

Statement: “It would be my privilege to once again actively participate in WSNA. I bring almost 30 years of experience as a nurse working in various settings. I also bring several years of service as a past WSNA and KCNA board member and officer. I welcome your vote. Thank you.”

SALLY HERMAN

District #16, Mt. Vernon

Education: Diploma, Lancaster General Hospital, Lancaster, Pennsylvania

Present Offices: WSNA Board of Directors, Chair of Cabinet on Economic and General Welfare; Local Unit Secretary; District Secretary; ANA Staff Nurse Delegate; UAN Delegate

Past Offices: WSNA Cabinet on Economic and General Welfare; Local Unit Nurse Practice Committee, Negotiating Team; District Board of Directors

Honors, Awards, Memberships: Nomination for Home Health Nurse of the Year; WSNA, ANA; PAC Health I.Q. Committee.

Statement: “It has been an honor for me to be able to serve the membership on the Cabinet on Economic and General Welfare as a member and as chairholder. This past term, I have been fortunate to sit on the WSNA Board of Directors.

“I am committed to serve on this team to advance nurses and nursing, leading the way for quality, safe health care delivery. It is essential that we accomplish the vision, mission and goals set before us in unity of spirit both at WSNA, and ANA.”

DIANE RIENTJES-GREEN (Self-Declared)

District #1, Ferndale

Education: Associate Degree, Skagit Valley College, Mt. Vernon

Present Position: Staff Nurse, Inpatient Psychiatric Unit, St. Joseph Hospital, Bellingham

Present Offices: Local Unit Co-Chair

Past Offices: Local Unit Secretary

Honors, Awards, Memberships: Member of ANA, WSNA, and District Nurses Association; Volunteer at Local Red Cross.

STASIA WARREN

District #4, Spokane

Education: Masters, ICNE-WSU

Present Position: Adjunct Instructor, Spokane Community College; Staff Nurse, Holy Family Hospital, Spokane

Past Offices: District Legislative Committee, District Membership Committee

Honors, Awards, Memberships: ANA, WSNA, District Nurses Association; Volunteer for Reading Program at Elementary Grade School.

Statement: “Having worked in the nursing profession for nearly 20 years, I feel I could bring my experience to any elected office. I have worked as a staff nurse in a hospital, and as an educator of nursing students in a college. I look forward to serving WSNA at the state level.”

WSNA NOMINATIONS SEARCH COMMITTEE

JAN BUSSERT

District #2, Vashon Island

Education: Diploma, St Elizabeth School of Nursing, Yakima; Baccalaureate, Gonzaga University, Spokane

Present Position: Staff Nurse, Triage, Vashon Island Health Center

Present Offices: WSNA President; ANA Board of Directors

Past Offices: WSNA President, First Vice President

Honors, Awards, Memberships: WSNA's ANA Honorary Recognition Award; District #6 Nursing Leadership Award for Excellence.

SUE GOEDDE

District #7, Wenatchee

Education: Baccalaureate, ICNE-WSU



Candidates

Present Position: Supervisor,
Employee Health, Alcoa

Present Office: WSNA
Nominations/Search Committee

Past Offices: WSNA Primary Care
Nurse Practice Interest Group

Honors, Awards, Memberships:
ANA, WSNA, District Membership;
American Association of
Occupational Health Nurses

CAROL OELJEN

District #4, Spokane

Education: Baccalaureate, Gonzaga
University, Spokane

Present Position: Adjunct Faculty,
Spokane Community College

Present Offices: WSNA
Nominations/Search Committee;
District Vice President

Past Offices: WSNA Board of
Directors, Second Vice President,
Secretary, Chair of WSNA
Legislative Committee (as well as
district); District Board of
Directors, Chair of Legislative
Committee, Chair of Program and
Practice Committees

Honors, Awards, Memberships:
GU Leadership Award; IENA
Leadership Award; ANA, WSNA,
and District Membership, Sigma
Theta Tau.

JEAN PFEIFER

District #2, Kirkland

Education: Baccalaureate, Seattle
University

Present Position: Staff Nurse,
Children's Hospital Medical Center,
Seattle

Present Offices: WSNA Vice
President; Local Unit Chairholder

Past Offices: WSNA Cabinet on
Economic and General Welfare;
Local Unit Vice Chairholder; ANA
Institute of Collective Bargaining

Honors, Awards, Memberships:
ANA, WSNA, District
Memberships; Pacific Northwest
Association of Neonatal Nurses.

FRANCES TERRY

District #2, Seattle

Education: Baccalaureate, Seattle
University; Masters, University of
Washington

Present Position: Retired.

Statement: "It will be an honor to
serve again on the Nominations/
Search Committee. I will work to
present you a slate of qualified
candidates that reflects the same
diversity as our Association, and the
society we live in.

"WSNA is strong because our
membership includes all registered
nurses. I believe it will be even
stronger if the Nominations/Search
Committee focuses on obtaining a
slate that gives consideration to:
levels and areas of practice,
geographical residence, ethnicity,
and gender.

"I am eager to assist with this
endeavor. Please vote for me."

LEGISLATIVE AND HEALTH POLICY COUNCIL

Chairholder (this position is also a
member of the WSNA Board of
Directors)

LISA M. ROSS

District #4, Spokane

Education: Diploma, Deaconess
Hospital School of Nursing;
Baccalaureate, ICNE, Spokane

Present Position: Public Health
Nursing Supervisor, Spokane
Regional Health District

Present Offices: WSNA Legislative
and Health Policy Council; ANA
Delegate

Past Offices: WSNA Legislative
Committee, ANA Delegate; Inland
Empire Nurses Association (IENA)
District President, President-Elect,
Board of Directors

Honors, Awards, Memberships:
IENA Excellence in Nursing
Leadership; Spokane Guild's School
Neuromuscular Center Special
Recognition Award; ANA, WSNA,
Sigma Theta Tau, Delta Chi
Chapter; Washington State Public
Health Association.

Statement: "Registered nurses are
the health care leaders for the 21st
Century. It is important to set a
strong legislative agenda and to be
involved in the political process at
all levels. Registered Nurses are the
protectors of the public's health in
all health care settings."

At-Large Members

SALLY A. BAQUE

District #3, Olalla

Education: Diploma, Charity
Hospital School of Nursing

Present Position: Staff Nurse,
SCN/NICU, Tacoma General
Hospital

Present Offices: Local Unit
Chairholder

Past Offices: Local Unit Grievance
Officer

Awards, Honors, Memberships:
ANA, WSNA, District Membership,
NANN.

Statement: "Nurses need to
advance nursing. We need to be able
to articulate what it is we do that
makes nursing special and makes us
absolutely necessary at the bedside.
I believe this is best achieved by
being active in WSNA and ANA as
well as being vocal on issues
important to our patients and our
profession."

ALECIA N. COSGROVE

District #3, Port Orchard

Education: Associate Degree,
Olympia College; Baccalaureate,
Pacific Lutheran University; ACLS,
TNCC

Present Position: Staff RN,
Emergency Dept., Tacoma General
Hospital; On-Call, ER, Madigan
Army Hospital

Awards, Honors, Memberships:
Spirit of Nursing Award, Pacific
Lutheran University; ANA, WSNA,
Sigma Theta Tau; Emergency
Nurses Association.

Statement: "Ask not what your
nursing organization can do for you,
but what you can do for them."

"As a staff nurse, I would
appreciate the opportunity to
contribute to the profession by
serving through WSNA. I would
like to promote and support the
efforts increasing nursing
involvement in their profession and
unification of nurses as a whole."

ED DOLLE

District #17, Port Orchard

Education: Associate Degree,
Olympic College

Present Position: Staff Develop-



ment Coordinator, Department of Veterans Affairs

Past Offices: WSNA Board of Directors, PAC Board of Trustees, Convention Planning Committee; Local Unit Chairholder; District President

Awards, Honors, Memberships: Volunteer of the Year - Health Safety, Bremerton Chapter of the Red Cross; Washington Dept. of Veterans Affairs Directors Award for Excellence; ANA, WSNA, District Membership; Involved in the Red Cross and the Crisis Clinic.

Statement: "Nurses are the last line of protection, the gatekeepers of client centered health care. All of our (WSNA) efforts must be directed at protecting and enhancing the Registered Nurse's autonomy in practice."

"It is apparent that health care is less about the consumers needs, these days, and more about big business. It is through community involvement and professional involvement that I work to reverse this trend."

KAY KRAMER

District #3, Federal Way

Education: Baccalaureate, Southeast Missouri State University; Masters in Public Health, St. Louis University

Present Position: Program Manager, Nurse Delegation Program, Aging and Adult Services, State of Washington

Awards, Honors, Memberships: Sigma Theta Tau; Michigan Nurses Association.

Statement: "This is an exciting although challenging time for nursing, especially in Washington state where RNs have a variety of options for independent practice that can allow them to stay active in nursing beyond the expected retirement age."

DAWN MORRELL

District #3, Puyallup

Education: Associate Degree, Saleno Community College; Baccalaureate, University of Washington

Present Position: RN Staff Nurse, Good Samaritan Hospital

Present Offices: WSNA Legislative and Health Policy Council; Local Unit Vice Chair; ANA Delegate At-Large

Awards, Honors, Memberships: ANA, WSNA, District Nurses Associations.

PROFESSIONAL NURSING AND HEALTH CARE COUNCIL

Chairholder (this position is also a member of the WSNA Board of Directors)

MARVA PETTY

District #11, Vancouver

Education: Masters, University of Illinois Medical Center, Chicago

Present Position: Legal Nurse Consultant, The Medical Resource Network, Portland, Oregon; Nursing Instructor, Clark College, Vancouver, Washington

Present Offices: Chair, WSNA Professional Nursing and Health Care Council and Member of WSNA Board of Directors; District President

Past Offices: WSNA Cabinet on Nursing Administration, WSNA Board of Directors, Legislative Committee, Chair of Constituent Forum; District Nominating Committee, Vice President, President, Board Member

Awards, Honors, Memberships: Outstanding Adjunct Faculty Member of the Year, Health Occupations Division, Clark College; ANA, WSNA, District Nurses Association, American Association of Legal Nurse Consultants, Volunteer, Free Clinic of Southwest Washington.

Statement: "The Professional Nursing and Health Care Council is working on many exciting projects which impact nursing care and health care in our state. I would like to continue as Chair of this Council to assist the Council to complete its goals and to assist WSNA with future projects and assignments."

Administration

NIKKI BEHNER

District #9, Arlington

Education: Masters, University of Washington

Present Position: Administrative Director, Harborview Mental Health Outpatient Services; Psychiatric ARNP, Seattle-King County Public Health Department/King County Jail

Present Offices: WSNA CEARP Co-Chair, Professional Nursing and Health Care Council Member; District Treasurer

Past Offices: WSNA Cabinet on Nursing Practice and Education, CEARP Committee; District President

Awards, Honors, Memberships: WSNA Marguerite Cobb Public/Community Health Nurse Award; ANA, WSNA, District Membership; Clinical Faculty, University of Washington; serve on multiple cross system ad hoc WAC rules committee; system integration committees between jail, mental health system.

Statement: "I have served for 2 years and am pleased to continue on this council if elected."

JANET O. TOONE

District #4, Spokane

Education: Diploma, St. Francis School of Nursing, San Francisco; Baccalaureate and Masters, California State University, Fresno; Doctoral Candidate, School of Education Leadership Studies, Gonzaga University, Spokane

Present Position: Associate Chief of Staff/Patient Care Services, VA Medical Center, Spokane

Awards, Honors, Memberships: ANA, WSNA, District Nurses Associations, WONE, Sigma Theta Tau; Member of Advisory Board for Spokane Community College and Gonzaga University School of Nursing.

Statement: "I am committed to increasing the public's awareness of the invaluable contributions that Registered Nurses make to the delivery of healthcare."



Candidates

At-Large

JANET PRIMOMO

District #2, Seattle

Education: Baccalaureate, Russell Sage College, Troy, New York; Masters, University of Washington, Seattle; Doctorate, University of Washington, Seattle

Present Position: Associate Professor, University of Washington Tacoma Campus

Present Offices: WSNA Professional Nursing and Health Care Council; APHA PHN Section Governing Council

Past Offices: District Nurses Association Board of Directors

Awards, Honors, Memberships: KCNA Nurse of the Year; University of Washington Tacoma Distinguished Teaching Award; ANA, WSNA, District Nurses Associations, Stt, APHA; Tacoma/Pierce County Asthma Prevention Partnership; Group Health Home and Community Health Advisory Board.

Statement: "I welcome the opportunity to continue to serve on WSNA's Professional Nursing and Health Care Council.

"Nursing work force issues, including a critical shortage of nursing faculty, is one of the many complex challenges our profession and society must address. Protecting the public's health is part of our professional role and one of my primary interests."

Education

CLAUDIA KROLL

District #4, Nine Mile Falls

Education: MSN, University of Portland; EdD, Washington State University

Present Position: Program Director, Nursing Department, Spokane Community College

Present Offices: WSNA Professional Nursing and Health Care Council

Past Offices: WSNA Financial Aid Committee, Cabinet on Ethics and Human Rights; District Legislative Committee, Board of Directors

Awards, Honors, Memberships: IENA Research Award; ANA,

WSNA, District Memberships; Nurse Practitioner Group of Spokane.

Statement: "Being on the Professional Nursing and Health Care Council this past year has been a stimulating and rewarding experience. I am looking forward to participating on this council again in the coming year."

BEATRICE M. WOLF

District #4, Spokane

Education: Baccalaureate, Marquette University; Masters, Loma Linda University

Present Position: Staff Development Specialist, Sacred Heart Medical Center, Spokane

Present Offices: District Nominating Committee and Committee on Committees

Past Offices: District President
Awards, Honors, Memberships: IENA Clinical Excellence Award; ANA, WSNA, District Memberships; NAON, AACN; Parish Nurse at St. Thomas More, Spokane.

Statement: "Nursing is an exciting profession today dealing with rapidly changing technologies and care delivery systems. We have the challenges of nursing shortage, demonstration of continuing competency and fast paced informatics, safety issues of latex allergies and needlestick prevention.

"I would like to continue on the Professional Nursing and Health Care Council to work on these issues representing the WSNA nurses."

Ethics and Human Rights

MURIEL G. SOFTLI

District #2, Seattle

Education: Masters, University of Washington and Central Washington University

Present Position: School Nurse, Seattle Public Schools

Awards, Honors, Memberships: WSNA Hall of Fame, SNOW, Mary Mahoney RN Association.

Statement: "I would like to attend the ANA Convention to learn more about the internal process/workings

of ANA since I have not been in years. Attendance would complement my work on the WSNA Professional Nursing and Health Care Council."

Practice

S. LYNNE BRENGMAN

District #1, Bellingham

Education: Baccalaureate, University of the State of New York; MBA, City University, Bellevue, Washington

Present Position: Clinical Education Specialist, St. Joseph Hospital, Bellingham

Past Offices: Local Unit Co-Chair, Local Unit Co-Grievance Officer

Awards, Honors, Memberships: ANA, WSNA, District Nurses Associations, Clearinghouse on Legal Nurse Consultants, American Association of Legal Nurse Consultants.

Statement: "There is no more basic need than the one for competent care."

"My current work project is to integrate orientation, training, and education activities directly with a nurse's job description. This system is based on nursing competencies. So, I am excited about serving on the Professional Nursing and Health Care Council, as Continued Competency has been identified as a priority assignment for the group. I hope to contribute my knowledge and expertise as well as learn from other nurses around the state."

CABINET ON ECONOMIC AND GENERAL WELFARE

Chairholder (this position is also a member of the WSNA Board of Directors)

KIM ARMSTRONG

District #3, Olalla

Education: Baccalaureate, University of Texas

Present Position: Staff Nurse, Labor and Delivery, Tacoma General Hospital

Present Offices: WSNA Cabinet on Economic and General Welfare, Local Unit Grievance Officer, ANA Delegate to ANA and UAN.



Statement: “The profession of nursing is in a very unstable position as we begin the new millennium. The concerns are many; the aging workforce, high stress, increased technology, poor retention, poor recruitment, etc., etc. Nurses must come together collectively for the common cause of quality: quality patient care, quality of work life, and quality personal life.”

Members

JEANNE AVEY

District #10, Longview

Education: Diploma, St. Patrick's School of Nursing

Present Position: Staff RN, ICU/CCU, St. John's Medical Center, PeaceHealth Lower Columbia

Present Offices: WSNA Cabinet on Economic and General Welfare; Local Unit Chair; Delegate to ANA and UAN

Past Offices: Local Unit Vice Chair
Awards, Honors, Memberships: ANA, WSNA, District Memberships, AACN.

Statement: “This is an exciting time for staff nurses. I have been a staff nurse for 23 years by choice. I feel we have come a long way. You elected me 2 years ago to serve on the Cabinet on Economic and General Welfare. This was my first term. In those 2 years, I have been involved in several projects to help bargaining unit nurses. I feel we have made a difference but there is so much more to accomplish. That is why I am asking you to re-elect me to serve on the Cabinet on Economic and General Welfare again.”

MARTY AVEY

District #4, Spokane

Education: Diploma, St. Patrick's School of Nursing

Present Position: Staff Nurse, General Intensive Care Unit, Sacred Heart Medical Center, Spokane

Present Offices: WSNA Cabinet on Economic and General Welfare; Local Unit Co-Chair, Chair of Nurse Practice Committee; District President-Elect

Past Offices: Local Unit Co-Chair,

Member At-Large of Negotiating Team; District Board of Directors Staff Nurse Representative

Awards, Honors, Memberships: Outstanding Negotiating Team Member; Certification TNC, CCRN; ANA, WSNA, District Memberships.

Statement: “I have had the honor of serving on the Cabinet on Economic and General Welfare over the last two years, and we have accomplished many things; but there still is so much more to do. These are tough and exciting times in nursing. There is the health care crisis, nursing shortage, and the start of the UAN. We need a strong voice in the issues. I would like to continue working for you to make it strong.”

DARLA CROSLEY

District #3, Graham

Education: Baccalaureate, Chapman University, Carbondale, Illinois

Present Position: Staff Nurse, St. Joseph Medical Center, Tacoma

Present Offices: Local Unit Co-Chair, Unit Rep.

KATHRYN KENNARD

District #3, McKenna

Education: Diploma; Associate Degree, TCC

Present Position: Oncology Staff Nurse, St Joseph's Medical Center, Tacoma

Present Offices: Local Unit Co-Chair

Awards, Honors, Memberships: Golden Acorn Award from James Sales PTA, ANA, WSNA, District Memberships, Pierce County 4-H Horse Leader.

PATRICIA LOMBARD

District #1, Bellingham

Education: Associate Degree, Skagit Valley College; Baccalaureate, University of Washington

Present Position: Staff Nurse, St. Joseph Hospital, Bellingham

Present Offices: WSNA Cabinet on Economic and General Welfare, Finance Committee; Local Unit

Grievance Officer

Past Offices: WSNA Cabinet on Economic and General Welfare; Local Unit Chair; District Board of Directors.

Statement: “I would like to continue the work the Cabinet has started and help shape the future of WSNA.”

JUDI M. LYONS (Self-Declared)

District #18, Ellensburg

Education: Associate Degree, Yakima Valley College

Present Position: Staff Nurse, Surgical Services, Kittitas Valley Community Hospital, Ellensburg
Present Offices: WSNA Board of Directors, WSNF Board of Trustees; District President, ANA Delegate

Past Offices: WSNA President 1995-1999; Members WSNA Board of Directors 1985-1989; WSNA First Vice President 1989-1990; WSNA Finance Committee 1989-1990; WSNA Goals Committee 1985-1987; WSNA Bylaws Committee 1991-1993; WSNF Board of Trustees 1990-1991; WSNF Vice President 1993; Delegate to Six ANA Conventions; Local Unit Member; District #18 President 1983-1989; District #18 Treasurer 1981-1983

Statement: “I'm looking forward to bringing my collective bargaining background of 20+ years to this cabinet. My background includes workplace issues from surgery and out patients to intensive care and emergency room nursing.”

JOHN TWEEDY

District #16, Mt. Vernon

Education: Associate Degree, Skagit Valley College, Mt. Vernon

Present Position: Staff Nurse, Operating Room, Affiliated Health Services

Present Offices: WSNA Cabinet on Economic and General Welfare; Local Unit Co-Chair

Past Offices: WSNA Cabinet on Economic and General Welfare; Local Unit Co-Chair, Grievance Officer; District Second Vice President; Awards, Honors,



Candidates

Memberships: WSNA Outstanding Grievance Officer Award; ANA, WSNA, District Memberships; Association of Operating Room Nurses.

CABINET ON ECONOMIC AND GENERAL WELFARE NOMINATING/SEARCH COMMITTEE

JEN BRODIE

District #4, Newman Lake
Education: Diploma, Sacred Heart School of Nursing, Spokane
Present Position: Retired
Past Offices: WSNA First Vice President, Member of Cabinet on Economic and General Welfare; Local Unit Chair, Secretary; District President; ANA Delegate

Awards, Honors, Memberships:

YWCA Leadership Award; ANA, WSNA, District Memberships; ANA Conventions, Anaheim, Louisville; Guardian Ad Litem for Spokane County Juvenile.

Statement: "Nursing has been my life for 30 years. Now that I have had to retire, I sure miss it! As well as my colleagues and friends. I will do my best to fulfill the obligations of the nominating/search committee if you will elect me."

WENDY E. EVANS (Self-Declared)

District #3, Port Orchard
Education: Associate Degree;
Present Position: RN, St. Joseph Hospital, Tacoma

Present Offices: WSNA CEGW Nominating/Search Committee; Local Unit Rep.

Past Offices: WSNA Cabinet on Economic and General Welfare.

Statement: "I would like to continue my involvement with WSNA."

JUDITH A. TURNER

District #3, Fox Island

Education: Associate Degree, Olympia College, Bremerton

Present Position: Staff Nurse, Multicare Health System/Tacoma General Hospital, Tacoma

Present Offices: WSNA Delegate to ANA; Local Unit Treasurer, Secretary; District Executive Director

Past Positions: WSNA Cabinet on Economic and General Welfare; Local Unit Chair; District Board Member, Vice President; ANA Institute of Collective Bargaining.

UAN DELEGATES TO 2003 & 2004 UAN NATIONAL LABOR ASSEMBLY

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

Judi M. Lyons, #18, Ellensburg

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

Mary Whealdon-Haught, #1, Bellingham

Vicki Wornath, #11, Vancouver

AT-LARGE DELEGATES TO 2002 ANA CONVENTION AND 2003 ANA HOUSE OF DELEGATES

Office of the President

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

Joan Garner, #2, Maple Valley

Nancy Hawkins McAfee, #2, Seattle

Helen Hing Kuebel, #10, Ridgefield

Kay Kramer, #3, Federal Way

Carol J. Leppa, #2, Seattle

Carol Oeljen, #4, Spokane

Lisa M. Ross, #4, Spokane

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

Mary K. Walker, #2, Seattle

STAFF NURSE DELEGATES TO 2002 ANA CONVENTION AND 2003 ANA HOUSE OF DELEGATES

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

Judi M. Lyons, #18, Ellensburg

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

Mary Whealdon-Haught, #1, Bellingham



PRESIDENT

Janice E. Bussert, *Vashon Island*

My report will provide an update on the work of WSNA to address the priority issues identified by the membership in attendance at the 1999 WSNA Convention/Summit. We have had a very productive biennium due largely to the committed leadership of our members and outstanding support and expertise of our staff.

Workplace Health and Safety issues have been a high priority for WSNA. Through the work of the WSNA Legislative and Health Care Council, we have been involved in both the legislative and health policy arenas advocating for use of safe needle devices in Washington's healthcare facilities, for new ergonomic standards that would reduce musculo-skeletal injuries of health care providers, for elimination of powdered latex products and for measures to reduce workplace violence. The WSNA Cabinet on Economic and General Welfare has worked with our local unit leadership to develop educational and collective bargaining strategies to provide nurses with safe workplace environments.

The issues surrounding the growing Nursing Shortage and current Staffing practices are interrelated and of great concern. WSNA has been very actively involved in multiple arenas advocating for data collection and analysis as we move forward to predict the future healthcare needs in the state compared to the predicted supply of Registered Nurses. We are also working in the legislative arena to advocate for increased funding for nursing education and faculty salaries. WSNA was instrumental in the introduction of legislation to prohibit the use of mandatory overtime. Our collective bargaining agreements are increasingly successful in obtaining language to prohibit the use of mandatory overtime and promote the use of safe staffing guidelines. Because of our concerns around unsafe staffing practices and rising incidence of medical errors, WSNA has worked diligently to promote state and federal legislation that would bring us comprehensive and meaningful Patient Protection legislation. We support legislation that includes mechanisms to hold insurers accountable for decisions that result in bad outcomes and whistle blower language. This language would protect nurses from retaliation when they speak out against unsafe conditions.

WSNA has made significant progress in addressing our priority issues and has gone about it in a way that has utilized and strengthened our relationships with other nursing and healthcare organizations. Strengthening Ties With Specialty Nursing Organizations was a priority issue identified at the 1999 Convention/Summit. We have worked closely with groups of specialty nurses around our legislative

agenda, plan to continue to meet twice a year and have mutual interest to begin to formalize these relationships in the future. We know from our experience that our issues have a better chance for successful resolution when opportunity is provided for broad participation from a wide variety of perspectives, joint agreement is reached and Nursing speaks with one voice and promotes one unified message. There is much work to be done and *Nursing's success will depend on Nurse's ability to work together.*

EXECUTIVE DIRECTOR

Judy Huntington, *Seattle*

The past two years have been filled with many challenges, changes and successes for WSNA. I would like to first acknowledge the leadership of the WSNA Board, Cabinet and Councils as they successfully implemented the new streamlined WSNA governance structure and focused the work of the association of those priority issues identified at the 1999 WSNA Convention/Summit. I would also like to recognize the members of the WSNA staff for their hard work and steady commitment to the members and the work of the association. The partnerships forged between talented and committed member-leaders and staff are the reasons for most of the successes mentioned in the President's biennial report and the structural unit's reports which follow. Additionally, I would like to highlight a few additional accomplishments of the past two years:

- Attendance at the annual Nurse Legislative Day and Leadership Development Conference has set new records each year.
- Two WSNA members were elected to ANA office by the 2000 ANA House of Delegates: Jan Bussert to the ANA Board of Directors and Joan Caley to the ANA Congress on Practice and Economics.
- One-on-one communication with members has greatly increased as more members and staff are using e-mail. The WSNA Board, Cabinet, Councils and most standing committees now communicate regularly using e-mail as well as conference calls and face-to-face meetings. New e-mail lists are used to push important information and action-alerts in a timely manner.
- The WSNA website has been redesigned and is being regularly updated with new information. Further enhancements are planned in the near future.
- The nurses at Southwest Washington Medical Center in Vancouver successfully achieved completion of their first contract and nurses at Skyline Hospital in White Salmon requested that WSNA represent them in an organizing campaign. WSNA won the election and is presently in negotiations for a first contract. WSNA now



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represents nearly 13,000 nurses in 48 collective bargaining contracts statewide.

- WSNA successfully fought a decertification attempt by Teamster Local 245 at Kittitas Hospital in Ellensburg.
- The erosion of public health nursing and medical errors/systems safety were added to the list of association issues and priorities.
- Staff increased our involvement and policy work with several state agencies in the areas of workplace health and safety, nursing shortage, completion of ARNP prescriptive authority, funding for public health, and several scope of practice issues.
- WSNA continued to work collaboratively with other unions, health care associations and patient advocacy groups around a number of joint concerns.
- WSNA hosted two joint planning sessions with specialty nursing associations around legislative issues.
- The WSNA CEARP program successfully achieved recertification.
- Both the WSNA-PAC and the Washington State Nursing Foundation have engaged in highly successful fund-raising campaigns to support their work.

Staff continue to expand our outreach to the media, other nursing and health care organizations and key governmental agencies. As the association continues to be approached by specialty nursing groups seeking closer ties to WSNA, more joint planning and coalition work appears likely. The growing nursing shortage, exacerbated by mandatory overtime, concern and desire for more input into staffing decisions, challenging practice issues and health and safety initiatives continue to be among the top concerns of nurses everywhere. Contract negotiations have been more prolonged and contentious than in previous years often leading to informational picketing and strike votes. These issues and the problem of health care access continue to provide us with new opportunities for alliances with other groups and for visibility with the media. WSNA is clearly seen by others as a knowledgeable, valuable and relevant ally and we should continue to capitalize on this to grow our membership and our image.

The financial challenges that faced WSNA during the past biennium have been substantial. However through intensive efforts to control and reduce expenses, including a reduction in staff made in August of 1999 and with additional time-limited support from the Cabinet, we were successful in paying off the significant outside legal fees and other outstanding debt accrued in 1998 and early 1999. In May 2000, we relocated the WSNA headquarters to newly renovated space near South Center Mall saving nearly \$55,000 a

year in additional rent. An additional plus of the move is “free” parking for staff and members. We were also able to reduce the remaining balance on the 1998 ANA loan by nearly \$39,000. However there are still substantial challenges ahead. Association operating expenses have continued to rise while the annual dues escalator has not kept pace. The remainder of the ANA loan is due in 2004. Workload for the staff and managers is at an all time high and member needs and workplace demands are increasing the demands for staff services. The reductions in FTEs made in August of 1999 are clearly evident and limit our ability to always be timely in our responses to our leaders and member requests. Membership and additional non-dues revenue has not grown as much as hoped for in 2000. Although staff continue to work diligently to reduce expenses while working with members to sustain and expand our membership and identify new sources of non-dues revenue, it is likely that a change in the amount of base dues or the dues escalator formula will be needed soon. While membership and dues revenue are steadily growing, they are not yet at a pace to achieve long-term financial stability. The Board has requested that staff prepare a report on the potential need for a dues increase for the next meeting of the Committee on Finance.

Despite these challenges, I continue to be confident that if we plan carefully and work together, WSNA will achieve long-term financial and programmatic strength and success. I have enjoyed being back at WSNA these past two years and look forward to continuing to work with each of you.

SECRETARY/TREASURER

Deena Rauch, Moscow, Idaho

The WSNA Board of Directors and/or Executive Committee met a total of twelve times in the 1999-2001 biennium.

Meetings of the Board of Directors were held on the following dates in the 1999-2001 biennium:

July 31 - August 1, 1999
November 20-21, 1999
March 17-18, 2000
July 21-22, 2000
November 17-18, 2000
March 16-17, 2001

Meetings of the Board of Directors Executive Committee were held on the following dates in the 1999-2001 biennium:

July 12, 1999
September 18, 1999
February 12, 2000
June 2, 2000
October 21, 2000
February 10, 2001

Meeting minutes are available to WSNA members



at the WSNA Headquarters offices.

The job description for the combined WSNA Secretary/Treasurer position was drafted and approved by the Board.

FINANCE COMMITTEE

Treasurer and Chairholder: Deena Rauch, *Moscow, Idaho*

Janet Iverson, *Arlington*; Patricia Lombard, *Bellingham*; Jean Pfeifer, *Kirkland*; Vee Sutherlin, *Nine Mile Falls*

The Finance Committee met four times during this biennium. Highlights of our accomplishments include:

- Improved financial reporting system which includes itemized justifications for unbudgeted expenses and variances;
- Approved budgets for the last two years;
- Experienced two successful audits by Grant Thornton Accountants and Management Consultants, demonstrating steady improvements of our finances;
- Reduced overall operating expenses while steadily increasing net revenue—this was accomplished by outsourcing The Washington Nurse, decreasing meeting expenses after implementing the new association structure, and reducing lease/parking expenses related to the office move;
- Received 2 organizing grants from ANA;
- Retired debt for accrued outside legal fees;
- Increased the efficiency and accessibility to information by upgrading WSNA computers; and
- Partnered with ANA to decrease the loan agreement and by offering in-kind services to other SNAs.

The Finance Committee has done an outstanding job moving the Association forward as a business responsible to our members. The committee members are always available for questions or comments from the members of WSNA.

LEGISLATIVE AND HEALTH POLICY COUNCIL

Chair: Louise Kaplan, *Olympia*

Lisa Ross, *Spokane*; Rose Franzmeier, *Seattle*; Martha Worcester, *Seattle*; Alecia Cosgrove, *Port Orchard*; Phyllis Mitchell, *Seattle*; Dawn Morrell, *Puyallup*

The Legislative and Health Policy Council recommended a legislative and regulatory platform and agenda to the WSNA Board of Directors each year. The Council worked to secure passage of our legislative priorities including Needlestick Injury Prevention, Patients Bill of Rights and Mandatory Overtime. While needlestick injury prevention failed in

the state legislature during 2000, the Council worked with the Department of Labor and Industries on implementation of new OSHA (Occupational Safety and Health Administration) standards on blood borne pathogens. Fortunately, federal needle stick injury prevention legislation passed in 2000.

Our legislative priority in 2001 is passage of a state law to prohibit mandatory overtime. Other priorities address the nurse shortage and we are lobbying for provisions in the budget to secure funding for increasing faculty salaries at state colleges and universities, funding for data collection and analysis of the nursing workforce, increased funding for student scholarships and loan repayment programs, and restoration of funding for public health nursing.

There has been increasing emphasis on the regulatory arena. The Council has worked in a coalition with ARNP United and the Association of Advanced Practice Psychiatric Nurses on the rule writing process for the completion of prescriptive authority as designated by the passage of Senate Bill 5805 in 2000. The Council also monitors regulations related to surgical technologists, nurse delegation and other rules in progress of the Nursing Care Quality Assurance Commission.

Council members met at least twice a year with frequent conference calls during the legislative session. Members provided valuable input to our lobbyist to implement WSNA's legislative platform. During *Nurse Legislative Day* council members provided participants with a legislative update. The council also sponsored meetings with legislative chairs from other nursing specialty organizations to discuss areas of mutual interest. The Legislative and Health Policy Council works to serve the interests of WSNA's members through the legislative and regulatory process. We welcome your input and participation.

PROFESSIONAL NURSING & HEALTH CARE COUNCIL

Chair: Marva Petty, *Vancouver*

Claudia Kroll, *Nine Mile Falls*; Beatrice Wolf, *Spokane*; Charla Mae Andrews, (*resigned 11/00*); Janet Katz, *Spokane*; Sheryle Outcalt, (*resigned 12/00*); Pam Pasquale, *Seattle*; Janet Toone, *Spokane*; Nikki Behner, *Arlington*; Michael Kennedy, *Seattle*; Janet Primomo, *Seattle*; Muriel Softli, *Seattle*; Merry Armstrong, (*resigned 7/00*)

1999-2000 Issues and Priorities Assignments:

1. Monitor Nursing Quality Commission.
2. Interstate Practice/Interstate Compact.
3. Continued Competency.
4. Scope of Practice/Encroachment.
5. Erosion of Public Health Nursing
6. Build relationships with Special Practice Organizations and other groups of nurses.



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7. Seek direct input from membership, WSNA Org. Affiliates and other target nursing groups WSNF (Support Research & Education).

Goals for 1999-2001 and How They Were Met:

1. Monitor activities of the Nursing Commission.
 - Council members were added to NCQAC's mailing list to receive notice of all meetings and other business.
 - WSNA had a representatives at all NCQAC meetings and work groups.
 - The council members provided input to NCQAC when requested to do so.
2. Identify how continued competency affects nursing.
 - CE on continued competency will be presented at the 2001 Summit.
 - Developed WSNA position paper on Continuing Competence.
3. Identify forces that impact all levels of nursing's scope of practice.
 - The work of the DOH, DSHS and L&I was monitored.
 - Testimony was given at hearings as appropriate
 - Developed position paper on Registered Nurse Delegation in Community-Based Settings.
4. Identify issues related to nursing shortage.
 - Developed position paper on Nursing Shortage and Workforce Issues
 - NCQAC Board Member, Shirley Coleman-Aiken, invited to meeting to discuss the shortage of masters prepared nursing faculty.
 - Chair of council participated in Tri-Council invitational meeting on nursing shortage.
5. Recognize excellence in leadership, ethics, education, practice and research.
 - Criteria for awards were developed and revised where appropriate. Nominations were sought and the applications were reviewed. Five awards will be presented at the 2001 Summit.

The PN&HC Council's process of developing position papers will be ongoing. The current position paper on multi-state licensure will be revised in 2001-2003. A time line will be developed for the review and revision of the existing position papers.

The Council will continue to monitor the activities to the NCQAC, DOH, DSHS, L&I and other forces that impact our scope of practice.

CABINET ON ECONOMIC AND GENERAL WELFARE

Chair: Sally Herman, *Mount Vernon*

Coleene Armstrong, *Olalla*; Jeanne Avey, *Longview*; Martha Avey, *Spokane*; Patricia Lombard, *Bellingham*; Pamela Rimel, *Yakima*; John Tweedy, *Mount Vernon*; Janice Bussert,

Vashon Island

The Cabinet has worked very diligently this biennium to complete our goals. We have met four times this year, in addition to using task forces, conference calls and email to do our work.

In order to meet our goal of developing Local Unit structure, we have:

- Completed handbooks for Local Unit Chair and co-chair, treasurer, grievance officer and membership officer.
- Developed and distributed a Local Unit strike manual and the WSNA Song Book.
- Identified problems in the way Local Unit elections were being conducted and a new policy and process for ensuring the integrity of the election process was developed and implemented.
- Held the first meeting of the new Local Unit Council, which was mandated by the WSNA Bylaws on March 31, 2000 at WSNA Headquarters. Representative from 35 Local Units attended. The second meeting was held in conjunction with the annual Leadership Conference in Chelan.
- Held the 10th and 11th Annual Leadership Development Conference in October of 1999 and 2000. The 2000 Conference had the largest attendance ever, including 40 nurses who had never attended a WSNA event before and four nurses from Alaska also in attendance.
- Applied for and received two grants from ANA to fund our first full time organizer position. This has allowed us to increase our organizing efforts internally and externally, and played a big role in being successful in fighting off a raid at Kittitas Valley Hospital.

The goals related to Health and Safety Issues, Staffing, and Mandatory Overtime and wages and working conditions have all been addressed in the current contract negotiations including:

- For the first time won language addressing health and safety;
- Achieved ground breaking language in decreasing the use of forced overtime;
- Settled contracts which set new standards for wages, year for year recognition for newly hired nurses, and movement for parity for currently employed nurses.

More and more nurses have taken to the street doing informational picketing (Children's and Evergreen for the first time in their history) to achieve these goals. In the process have gotten unprecedented media coverage for WSNA.

The Cabinet and the Board of Directors continue to work together on common goals, and together have



moved toward agreement on the AFL/CIO affiliation issue. Our cabinet chair and President have done an outstanding job representing WSNA at the SNA Labor Coalition. Cabinet members attended and were delegates in the historic first meeting of the United American Nurses Labor Assembly.

Staff and Local Units Officers continue to develop new collegial relationships with other unions in hospitals and other agencies; helping build WSNA's credibility and presence in the labor community.

BYLAWS/RESOLUTIONS COMMITTEE

Chair: Erin King, *Shoreline*

Anita Stull, *Seattle*; Donna Smith, *Anacortes*; Nadine Costanzo, *Spokane*; Mary Visser, *Wenatchee*

The Bylaws/Resolutions Committee met on November 13, 2000 and to review proposed changes to the WSNA bylaws and to develop additional recommendations to assure that WSNA bylaws are in conformance with ANA bylaws. Recommendations were developed and forwarded to the WSNA Board of Directors for consideration and recommendation to the WSNA membership. Bylaws proposals were printed in the Winter 2000 issue of *The Washington Nurse*, which was mailed to the membership in January 2001. The proposed amendments to the bylaws will be discussed and perfected at the 2001 meeting of the WSNA General Assembly and will be voted on by mail ballot of the membership in May 2001.

The WSNA Bylaws/Resolutions Committee met again 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, perfected language and made minor revisions to some, and combined and edited others where there was clear duplication of intent.

The committee approved five resolutions to be forwarded to the biennial meeting of the WSNA General Assembly.

The resolutions are:

- (1) Preventing Violence in the Health Care Setting;
- (2) Opposing Forced Overtime and Unsafe Staffing;
- (3) Support of Public Health and Community Health Nursing Services;
- (4) Opposition to the HR 2260, the Pain Relief Promotion Act; and
- (5) Nursing Shortage and Recruitment of Nurses.

These resolutions were printed in the Winter 2000 issue of *The Washington Nurse* and will be considered and voted on at the 2001 meeting of the WSNA

General Assembly.

WSNA NOMINATIONS/SEARCH COMMITTEE

Chair: Joanna Boatman, *Kalama*

Sue Goedde, *Wenatchee*; Linda Hoogendijk, *Spokane*; Carol Oeljen, *Spokane*; Frances Terry, *Seattle*; Julia Weinberg, *Bow*

The WSNA Nominations/Search Committee met on November 20, 2000. The purpose of the meeting was to develop a ballot of elected offices. The consent forms on hand were reviewed and a ballot was developed. The committee members were assigned to make telephone calls to prospective nominees for elected offices. The ballot of nominees for elected offices will be presented to the WSNA General Assembly on April 20, 2001 and further nominations will be taken from the floor. The ballot of elected offices, including candidate statements, will appear in the spring issue of *The Washington Nurse* and the ballot will be mailed to the WSNA Membership on May 4, 2001.

WSNA CABINET ON ECONOMIC & GENERAL WELFARE NOMINATING COMMITTEE

Chair: Michael Krashon, *Tacoma*

Barbara Phalen, *Seattle*; Wendy Evans, *Port Orchard*

The WSNA Cabinet on Economic & General Welfare Nominating Committee met on November 11, 2000. The purpose of the meeting was to develop a ballot for the Cabinet on Economic & General Welfare, the Cabinet on Economic & General Welfare Nominating Committee and for delegates to the 2002-2003 meetings of the ANA/UAN National Labor Assembly. Criteria for running and voting for these positions is limited to WSNA bargaining unit nurses as described in ANA and WSNA bylaws, and WSNA policy. Consent forms on hand were reviewed and placed on the ballot. Where vacancies existed, committee members made telephone calls to solicit additional prospective nominees from eligible members. The ballot will be presented to the WSNA General Assembly on April 20, 2001 and further nominations of eligible members will be taken from the floor. The ballot will appear in the spring issue of *The Washington Nurse* and the ballot will be mailed to WSNA members who are eligible to vote in these elections on May 4, 2001.

SUMMIT PLANNING COMMITTEE

Chair: Louise Kaplan, *Olympia*

Deena Rauch, *Moscow, ID*; Judy Turner, *Tacoma*; Mike Krashin, *Tacoma*; Judi Lyons, *Ellensburg*; Jan Bussert, *Ex Officio*



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The committee met on August 7, 2000 to develop a format and agenda for the 2001 WSNA Summit. The committee reviewed the evaluations and suggestions from the 1999 Summit. Based on positive evaluations, the committee decided to use a format similar to that used in 1999 with two keynote speakers, continuing education sessions, and a panel presentation with round table discussion as a follow-up. It was decided to include more poster sessions and to invite Districts, Local Units and CNEWS (Council of Nurse Educators of Washington) to submit more posters. CNEWS was encouraged to have outstanding student presentations and projects presented. The Summit will include a silent auction for the Washington State Nurses Foundation and awards presentations. The committee made recommendations for topics for the panel and continuing education sessions and potential speakers.

The Summit is an opportunity for nurses to learn more about the challenges facing the nursing profession and to provide input into solutions to problems and the future direction of your professional association. I encourage you to attend and be an active participant in this stimulating event.

CONTINUING EDUCATION APPROVAL AND RECOGNITION PROGRAM COMMITTEE (CEARP)

Co-Chairs: Helen Behan, *Edmonds*; Nikki Behner *Arlington*

Members: Deborah Beals, *Aberdeen*; Barbara Innes, *Seattle*; Nancy Hurley, *Everett*; Melinda Poso, *Lakewood*; Linda Simmons, *Duvall*; Marva Petty, *Vancouver*

1999-2000 Issues and Priorities Assignments:

None Assigned.

Goals for 1999-2001:

The purpose of the CEARP Committee, as a Standing Committee of the Professional Nursing and Health Care Council, shall be to:

1. Ensure that continuing education for nurses are of high quality and meets ANCC criteria.
2. Encourage and support nurses' participation in continuing education activities.

The goals of the CEARP Committee, as related to its delegated authority as the Continuing Nursing Education Approval Unit, shall be to:

1. Conduct the CEARP program peer review process in accordance with the American Nurses' Credentialing Centers Commission on Accreditation criteria.
2. Evaluate and implement revisions in the CEARP program in order to maintain an efficient and reliable review process.
3. Evaluate and encourage the incorporation of new

technologies and learning methodologies into the range of educational activities approved under the CEARP program.

How Were the Goals Met?

During 1999 and 2000, the Continuing Education Approval and Recognition Program Committee (CEARP) has ensured continuing education of high quality and encouraged nurses' participation by the following:

1. WSNA's CEARP program successfully completed its application for re-accreditation as an Approver, as well as a site visit on May 7, 1999 with only one deficiency, and is fully accredited until August 31, 2005.
2. Lost one reviewer; trained three new reviewers. Work of CEARP aided greatly by use of e-mail and WSNA's improved computer systems and software.
3. For 1999: reviewed 67 ED I; 3 ED II; 19 Provider applications. Total=90. For 2000: reviewed 54 ED I; 6 ED II; 22 Provider applications (1 not approved; 3 granted conditional status). Total=82.
4. Continuously reviewed and improved policies and procedures to follow the American Nurses' Credentialing Center Commission on Accreditation's (ANCC) criteria and guidelines.
5. Updated WSNA's CEARP web pages.
6. Provided an increased amount of personal assistance and instructions to applicants who submitted applications that might otherwise not receive approval. The review teams strive to work with applicants until WSNA/ANCC criteria are met.
7. Placed more Provider applicants on conditional status, which will require periodic reports and/or visits to assure an understanding and compliance with the WSNA/ANCC criteria.
8. Noted a change in nature of organizations applying for approval. Many more non-nurses completing applications. Also noted a change in delivery methods of education (more web-based and self-study approaches).
9. Surveyed 35 WSNA CEARP approved Providers prior to responding to ANCC about extending the Provider approval term from two to three years. Received a 57% response, indicating a strong endorsement of three years.
10. Using survey results, instrumental in influencing ANCC to change Provider term to three years. Completed pilot study, along with Ohio Nurses Association and Massachusetts Nurses Association which documented the desirability of extending the Provider approval term from two years to three years.
11. Surveyed twelve other state nurses' associations regarding their fee structure and then recommended an increase to the Professional



Nursing & Health Care Council (PN&HCC), which approved the increase to go into effect March 1, 2001.

12. Notified membership and applicants regarding these changes through individual letters, WSNA's web pages, and an article in The Washington Nurse.
13. Published continuing education listings in The Washington Nurse and on WSNA's web site. Published and mailed the newsletter CEARP Highlights.
14. Conducted the peer review and quality control process during twice-yearly meetings, during which the review teams and staff reached agreement 98% of the time.
15. Completed a survey for ANCC of each 1999 applicant (returns received = 37/45 Providers; 18/43 Educational Design I and II (ED I & II) applicants). Results: WSNA approved 68 ED I and 1 ED II activities; and approved 20 out of 45 Providers. 1,964 learners attended the individually approved ED I activities and 45,436 learners attended Provider sponsored activities. 365.5 contact hours were awarded to the ED I attendees; 4,819.94 contact hours were awarded to Provider sponsored ED I courses and 142.72 contact hours for Provider ED II courses.
16. Noted influence of new ANCC policy which will require 50% of certification renewal hours be from ANCC approved courses by 2003.
17. See evidence that quality CE continues to be valued as a benefit by nurses and independent providers.

NOTE: Although WSNA's new Provider Program (CEPP) does not come under CEARP, it should be noted that WSNA was approved by Ohio Nurses Association as a Provider of continuing education for RN staff, Local Units, and Districts until September 1, 2003. Formerly, WSNA was approved as a Provider by ANCC from 1977 until August 1999. Approval of courses planned by WSNA expired in August 2001.

If the Goals Were Not Accomplished, what is the Current Status?

The CEARP Committee feels its purpose and goals were met.

WSNA-PAC

Chair, Barbara Lantz, *Olympia*

Kathi Gibbs, *McCleary*; Janna Haggerty, *Yakima*; Kathleen Lange, *Seattle*; Jon Olson, *Kelso*; Betty Power, *Kirkland*; Julia Weinberg, *Bow*; Chuck Cuminsky (99-2000)

The WSNA-PAC kicked off 2000 with the *18th Annual Nurse Legislative Day*. Over 400 registered nurses and nursing students from every part of the state

attended. Washington State Attorney General Christine Gregoire was the keynote speaker and gave a passionate talk on her work on the landmark tobacco settlement. She also received the 2000 WSNA-PAC Special Recognition Award for her leadership on successfully negotiating the tobacco settlement.

WSNA-PAC conducted the 2000 Health I.Q. Candidate Evaluation Process. This was a critical election year including all 98 of our state representatives up for election as well as 24 out of the 48 state senate members and a new President and Vice-President of the U.S. WSNA-PAC interviewed federal Congressional candidates and made recommendations to the ANA-PAC for endorsements. In addition to the state legislative races, WSNA-PAC also considered candidates running for Governor, Insurance Commissioner, Attorney General and Office of Superintendent of Public Instructions (OSPI) in Washington State. We were able to interview candidates running for office and had a wonderful opportunity to participate in a rally in Seattle to announce the ANA-PAC's endorsement of Vice President Al Gore. WSNA-PAC gave over \$4,000 in campaign donations towards selected candidates running for the state legislature.

In January 2001, nearly 450 RNs and nursing students again gathered in Olympia for the *19th Annual Nurse Legislative Day*, where nursing shortage and working conditions top the legislative priorities. It was a packed day that included Mary Selecky, the Washington State Secretary of Health, as the keynote speaker. She gave an overview of the Department of Health and spoke specifically about the importance of public health and the critical role nurses play in today's health care. Breakout sessions included Grassroots Political Action, Regulatory Focus on ARNP Prescriptive Authority and Registration of Surgical Technologists, and Basics of Running for Political Office. The WSNA Legislative and Health Policy Council also gave a presentation on the major WSNA initiatives for the session, including Mandatory Overtime and the Nursing Shortage. The highlight of the day was a press conference in the afternoon at the State Reception Room in the Legislative Building to demand action from state legislators on House Bill 1527, to prohibit forced overtime for nurses. At that time, the *WSNA Legislator of the Year* award was presented to Representative Tom Campbell (R-2) for his commitment and efforts on behalf of nursing and patient advocacy. Rep. Campbell actively supported WSNA's needlestick legislation last year and fought for passage of the Patients Bill of Rights, efforts to restore the individual health care market, and affordable prescription drug prices. He is also a sponsor of our Mandatory Overtime bill this year.

The Trustees of WSNA-PAC would like to thank all of you who made contributions towards the PAC over the last two years and all of you who have volunteered



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your time in interviewing candidates. It is because of all of your efforts that we are able to educate the candidates on important nursing and health care issues.

2001 BIENNIAL REPORT OF WASHINGTON STATE NURSES FOUNDATION

President: Karen Huisinga, *Bainbridge Island*

Vice President: Kate Fleury, *Shoreline*

Secretary/Treasurer: Judi Lyons, *Ellensburg*

Trustees: Helen Kuebel, *Ridgefield*; Maureen Niland, *Seattle*; Jean Pfeifer, *Kirkland*

2000-2001

The Washington State Nurses Foundation (WSNF) was created as a nonprofit corporation whose mission is to acquire and develop funds for the clinical, literary, scientific and educational advancement of Nurses in Washington State. This very active Board of Trustees (BOT) reviewed the entire Foundation structure and organization, looking for ways to become more effective and efficient stewards of the resources gifted by the many dedicated Nurses from our organization over the years.

During this two-year term we have become more knowledgeable about our corporation, tax law and the 501(c) 3 nonprofit requirements. This term has been full of activities that we hope will grow the Foundation into a stronger resource for the nurses of our state.

To advance the Foundation the BOT reviewed the Foundation Bylaws and updated them to reflect actual time lines and activities. The BOT developed and adopted the investment policies, giving the BOT a guideline to manage and assess the newly created investment portfolio and set realistic goals for investment growth. A Foundation investment portfolio was structured with the guidance of Tad Donnan, our broker from Ragen MacKenzie. We will have directions and guidelines on member stock transfer to the Foundation portfolio this spring. Please consider assisting with a stock transfer this year.

The Foundation budget was restructured to allow for easier assessment and planning year to year. We hired Colette Wilson, a nursing student at the UW, to assist us with our administrative duties and to assure that our communication with our donors is maintained at a high level.

The BOT agreed to continue the major gift campaign that was started in 1998. This campaign has yet to reach its goal of \$150,000, but pledges from our dedicated donors continue to come in. These donations and many others have allowed this BOT to increase scholarship funding from \$1500.00 in 1999 to \$8,000 in the 2000-01 term. We continue to try to increase Foundation funds so we can support every qualified applicant. Our goal is eventually to turn no one away. The BOT agreed to establish a minimum of \$25,000.00 as the requirement to endow a fund.

The Foundation gave funding to assist WSNA with

ANCC CEARP accreditation.

The BOT reviewed several grants and funded grants totaling \$1,550 in 1999-2000 to support nurses and community efforts and activities.

Maureen Niland revised the Foundation brochure and our web page is a work in progress. We hope to have scholarship applications and grant applications on line in the near future.

We will continue our fund-raising efforts by sponsoring a Silent Auction at the WSNA Summit April 20th. Please join us.

WSNA CONSTITUENT FORUM

Chair: Julia Weinberg, Bow

The Executive Director and Executive Committee of WSNA, the President and Chief Executive staff member of Constituent Associations/DNAs constitute the Constituent Forum.

The Constituent Council of District Presidents, formally called Constituent Forum in current WSNA Bylaws has been meeting at least once a year.

During this last Biennium, this group has worked on developing an orientation program for newly elected district presidents. The rationale and need is to have nurses serving at all levels of the volunteer organization of WSNA know what is expected of them in their elected position and how districts relate, communicate and involve their district membership in the mission, vision and goals of the state (WSNA) and national (ANA) organization.

Currently we have 10 districts out of a potential 19 who are active and meeting their individual district nurse and community members. Those Districts are District 2, 3, 4, 6, 9, 11, 13, 16, and 18. We have been looking at WSNA policies relating to districts who are active, inactive and those who have requested reactivation.

The Constituent Council is concerned about those who do not have current district bylaws and/or have actively participated in the Constituent Council/Forum. Concern within this council is ongoing. There have been mini task forces of district presidents, or their designees, who have surveyed the district presidents and last contacts in recent months.

Questions asked: *What is your district doing to meet the interest of the district membership? If they would like to be a reactivated district, or be designated inactive?*

Out of 19 surveys sent, we received input from 15 districts. We really appreciate all the input submitted by those districts who returned their surveys. The information will help assist the council in identifying what you need for support and what you value for your district membership.

There is a mini task force currently looking at and updating the WSNA District Handbooks. These handbooks contain valuable information for newly



elected officers and the district membership. The information provided could help answer questions, give ideas for newsletters, education offerings, how to write district bylaws, conduct elections, etc. We hope to have this update district handbook available later in 2001. The information gathered from the surveys will be added to the handbook as an addendum.

The challenge for our council, and most nurses and volunteers elected to office, is two way communication and participation. The Council is working with the staff and the WSNA Board of Directors to have space provided within the WSNA Web pages. The idea would be a link for the active districts through which we could communicate with our nurse membership. We are hopeful that this will be sometime in the near future, as WSNA's computer technology and the hiring of a web master comes to pass. In the meantime continue to watch for and attend district meetings, read your district newsletters and submit your willingness to serve on your district board when elections come around.

The Constituent Council/Forum proposed changes to the WSNA Bylaws for consideration at the 2001 WSNA General Assembly. These proposed changes were printed in the Winter 2000, The Washington Nurse. If there are any questions/ concerns, please bring those with you to the WSNA General Assembly meeting in April.

The Constituent Council of District Presidents is a viable and very committed group of Registered Nurses who represent the majority of the WSNA nurse membership in Washington State.

I am humbled and honored to serve as the Chair of this council. We are working together with the WSNA Board of Directors, WSNA Councils and Cabinet toward the same goals for the profession of nursing and doing our best to meet the needs of our membership in our districts.

KING COUNTY NURSES ASSOCIATION – DISTRICT 2

President: Carol Leppa, *Seattle*

1999-2000 Issues and Priorities Assignments and Goals for 1999-2001:

1. Collaborate with professional organizations and a variety of community groups to further the organizational mission of King County Nurses Association.

Includes: Outreach to other professional organizations and community groups, special projects, networking, and collaborative efforts.

2. Provide information on health issues to members and the community to promote healthy communities.

Includes:

- RN professional education: CEARP credits,

educational activities, special interest groups, quarterly newsletter.

- Community Education, Conferences
Example: secondhand smoke, women's health; brochures, videos on selected topics.

3. Advocate responsibly on issues related to professional nursing, community health, and health care consumers.

Includes: Issue briefings, letters to elected officials, grassroots lobbying, working with Washington State Nurses Association.

4. Maintain organizational effectiveness.

- A. Ensure financial stability of organization through regular monitoring of budget and recommendations for action.

Includes: Fiscal Health - dues revenue, non-dues revenue, grants, regular monitoring of budget.

- B. Increase non-active member involvement in King County Nurses Association.

Includes: Membership/PR activities, programs, meeting member needs, providing resources, articles in newsletter, etc.

Approved by Board of Directors, Dec. 22, 1997

How Were the Goals Met?

RN Professional Education

- District 2 Meeting - Feb. 9, 1999 and Feb. 15, 2000. The District meeting provided KCNA members an opportunity to learn about KCNA activities and to select a slate of candidates for Board of Directors positions. In 1999, guest speaker Greg Nickels, Chair of the King County Board of Health, informed members about the history and role of the Board of Health.
- "1999 KCNA Kick Off Event" – Oct. 9, 1999. KCNA members shared their interests with their peers and nursing students at Seattle Pacific University. The event included meetings of the Governmental Affairs Committee and the Neighborhood Health, Nurse Legal Consultant, and Nursing Informatics special interest groups, as well as a presentation on Professional Boundaries presented by the Washington State Nursing Commission.
- Nurses Law School – Oct. 21, 1999, in Seattle with 270 participants; Oct. 29, 1999, in Spokane with 80 participants. KCNA co-sponsored this event with the Washington State Trial Lawyers Association, featuring speakers highlighting legal issues affecting nurses. CEARP credits were provided for RN's participating in the conference.
- "Creating Passion in Your Practice" – March 4, 2000. Nurses learned methods to cope with stress and bring humor into their practice. Speakers Anne Thureson, CSW, and Heather Anderson, MN, RN, delivered lively interactive presentations. KCNA conducted this workshop at Bastyr University.



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- Spring Banquet/Annual Meeting: “Nurses: Healing from the Heart” – May 6, 1999; “Keeping the Care in Healthcare” – May 11, 2000. KCNA’s annual celebration of the work of its members is a chance to toast the accomplishments of the past year and support nursing’s future through the Scholarship Awards.
- “2000 KCNA Kick Off Event” – Oct. 28, 2000. KCNA members and nursing students at Seattle Pacific University met to explore their interests. The event included meetings of the Mental Health, Neighborhood Health, Nurse Legal Consultant, and Nursing Informatics special interest groups, as well as a keynote presentation: “Workplace Safety Issues for Health Care Professionals.”

Member Services

1. KCNA published a quarterly newsletter, *The King County Nurse Advocate*, which provided up-to-date information for members about activities, events, and community involvement opportunities.
2. KCNA gained information vital to serving members through the biennial 1999 Membership Survey. Results of this survey helped KCNA committees and special interest groups plan events and design projects to meet member needs.
3. KCNA coordinated Special Interest Groups (SIGs), giving members an opportunity to network, listen to speakers, learn about areas of nursing which interest them, and participate in the community. SIGs during 1999-2000 included Mental Health, Neighborhood Health, Nurse Legal Consultants, and Nursing Informatics.
4. KCNA organized activities for the following committees: Board of Directors, Bylaws, Finance, Committee on Committees, Scholarship, Membership/Public Relations, Program, and Governmental Affairs.

Community Collaboration

1. KCNA supported the work of nurse members by awarding three \$500 mini-grants to members coordinating community health projects.
 - 1) Linda Baker received a mini-grant to conduct a Community Health Fair, providing hands-on education for a SeaTac community primarily consisting of low-income families.
 - 2) Rebekah Gibbons and Elizabeth Tinker will join together to conduct Bicycle Safety programs, distributing donated helmets and educating youth in the Rainier Valley area.
 - 3) Kathy Perala received a grant to distribute “Cold Kits” and offer tobacco cessation information to homeless men at the Salvation Army Adult Rehab Center.
2. KCNA collaborated with community organizations working on Tobacco Free educational projects including: appointment to the Washington State

Department of Health Tobacco Prevention and Control Council, appointment to the King County Tobacco Control Council, and active participation in a variety of task forces.

3. KCNA provided financial support of \$1,850 total for two years to: Filipino Nurses Association; Fremont Public Association; League of Women Voters; Mary Mahoney Professional Nurses Organization; Noel House; Strand Helpers; Seattle Pacific University Nursing Camp; Treehouse Foundation; and Washington State Nursing Foundation.
4. KCNA worked with other WSNA districts to develop an orientation for new District Presidents, develop a district survey to determine needs and strategies, and reviewed the District Handbook for content revisions. KCNA also acted as the host district for the 1999 WSNA Summit held in Bellevue.

Student Involvement Project

1. KCNA reached out to nursing students by producing student supplements to the Advocate newsletter for distribution to students at eight area schools of nursing twice each year. Supplements included information regarding KCNA scholarships and services, encouraging students to participate in their professional organization. KCNA also provided students with a liaison KCNA member to answer questions and promote activities.
2. KCNA provided a total of \$10,000 in student nurse scholarships (five – \$1,000 awards each year).
3. KCNA also reached students by providing \$1,210 in scholarships to attend KCNA conferences and Spring Banquet/Annual Meetings. KCNA provided reduced student registration fees for all events.

PIERCE COUNTY NURSES ASSOCIATION - DISTRICT 3

President: Mike Krashin

President-Elect: Betty Blondin

Executive Director: Judy Turner

Treasurer: Kim Schelin

Board of Directors: Sue Jacobson, Carolyn MacLeod, Lisa Norris, Linda Cooper, Roma Ely, Julie Lampert, Joanne Price

1999-2000 Issues and Priorities Assignments:

Continue to produce a timely newsletter for District Members to be aware of local interest. The challenge is not to repeat what is published in *The Washington Nurse* and not to be a local unit discussion brief although the majority of our members are in a local unit and are eligible for collective bargaining. Currently there are vacancies on our Executive Board that need to be filled. The members serving now are in local units



but there are multiple schools of nursing in our district and the board would appreciate input from educators.

Goals for 1999-2001:

Be more viable to the community through current programs:

1. Newsletter
2. Banquet and awards ceremony
3. Attend and display at high school and college career days.
4. Develop and improve the criteria for our Florence Golda scholarship.
5. Award the Nurse of the Year award.
6. Award 1–2 scholarships in the name of Florence Golda.

How Were the Goals Met?

1. Newsletter is published and mailed 3–4 times a year.
2. Banquet is prescheduled years in advance and has been moved from mid-week to Friday night.
3. Presented at Chief Leschi School and PLU.
4. Printed criteria available through PCNA office and published annually in the newsletter.
5. Done at spring banquet.

If the Goals Were Not Accomplished, what is the Current Status?

Newsletter is published 3 times yearly but ideally should be 4 times yearly.

SNOHOMISH COUNTY NURSES ASSOCIATION – DISTRICT 9

President: Pamela Pasquale

Vice President: Helen Behan

Secretary: Louise Uyeda

Treasurer: Nikki Behner

Board Members: Karen Brasfield, EvCC Nursing Program; Rachel Banning, VNS of the NW Home Health Staff Nurse

Cabinet Members: Pamela Pasquale, Nikki Behner – Nursing Practice and Education. Helen Behan, Nikki Behner – CEARP

Priorities:

1. Enhance communication with membership.
2. Increase membership involvement in WSNA sponsored activities—Leg Day, Summit, Committees and Councils.
3. Continue as mentors to the EvCC Nursing students.
4. Recruitment of past Student Nursing Organization officers join SCNA board after graduation and mentoring.

Goals:

1. Begin a project to gather history of nursing

contributions to Snohomish County health care in hospitals, clinics and the community.

2. Find ways to involve more members in short term projects.
3. Develop opportunities to meet members and discuss health care/employment issues.
4. Continue to support Student Nurse Organization projects for a positive image of WSNA.

Ideas to Meet Goals:

1. Host Fall Pizza Parties to meet members.
2. Invite retired RN's to spring banquet to recognize their mentorship.
3. Help finance EvCC student attendance at WSNA Legislative Day, WSNA Summit.
4. Represent SCNA/WSNA at winter quarter welcome for EvCC student.
5. Continue to provide refreshments at EvCC graduation ceremonies.
6. Host an information booth at a local community festival/celebration to identify ourselves to our members and provide health teaching to the community.

How Were Goals Met?

1. Hosted 2 pizza parties with 4 extra members attending.
2. Sponsored refreshments for Winter Quarter 1999 and 2000 student welcome with SNO officers.
3. Sponsored Spring Nurses Week Banquet May 2000 with over 20 guests, including 1 local Legislator.
4. Sponsored Student scholarships for spring 1999 for 2 students.
5. Sponsored 12 students to attend 2000 WSNA Lobby day by paying ½ of the fee and provide for coffee and muffins for the long, early morning drive, guided students to legislative appointments.
6. Sponsored SCNA information booth at the 2000 Marysville Strawberry Festival in June.
7. Published 4 newsletters per year to keep members informed, invited to SCNA/WSNA events.

Goals Not Accomplished:

1. Not able to recruit additional members.
2. Elections waiting to be held with new members.

FORT VANCOUVER NURSES ASSOCIATION – DISTRICT 11

President: Marva Petty (1998-2000; 2000-2002)

Vice-President: Robbie Bertram (1999-2001)

Secretary/Treasurer: Veda DeColon (1998-2000); Sandra Kienitz (2000-2001)

Board Members: Linda Armstrong (1999-2001); Vicki Wornath (1999-2001); Pat Sweyer (1998-2000, 2000-2002); Rosemary Sievila (1998-2000); Ed Wood (2000-2002)



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Goals for 1999-2001:

1. Provide education for nurses in SW Washington.
2. Integrate new local unit into the district.
3. Continue to support the Free Clinic of Southwest Washington.
4. Increase membership in district.
5. Introduce Clark College nursing students to WSNA.

How Were the Goals Met?

1. Educational Offerings:
 - 1999 – Antibiotic resistant infections
International nurse volunteers
 - 2000 – Legislative Update
Legal Issues in Nursing
Meet the Candidates (with the
League of Women Voters)
 - 2001 – Legislative Update
Continued Competency
2. The district nurses participated in the Local Unit Unity Rally and annual blood drive. Staff nurses from the local unit were elected to officer and board positions. District meetings were held at the hospital to facilitate attendance by LU nurses and others.
3. Members continued to volunteer at the clinic. The district made financial contributions to the clinic.
4. The LU has been working very hard to increase membership. District meetings were held at the hospital to increase the district's exposure to the LU nurses as well as non-members.
5. Nursing students are invited to all district meetings. Clinical faculty are also invited to all district meetings. Students are introduced to WSNA as the professional organization early in their program and the faculty act as role models through their WSNA membership.

Summary of Accomplishments:

With the addition of the new local unit at Southwest Washington Medical Center, the membership in District #11 has increased dramatically. The district has worked very hard to integrate the local unit nurses into the district. Local unit nurses serve as district officers and participate in the planning of the district activities.

CAPITAL CITY NURSES ASSOCIATION DISTRICT 13

President: Louise Kaplan

Treasurer: Barbara Lantz

Board of Directors: Shirley Leitner-Byers

District 13, a small chapter of less than 50 members, conducts a service project to provide personal care items for The Other Bank, operated by the YWCA. The district also awards a scholarship to a nursing student each year. We donate money to cover the cost of morning refreshments for *Nurse Legislative*

Day sponsored by the WSNA-PAC and make a donation to the Washington State Nurses Foundation. We send a newsletter to members at least twice a year to alert members to important upcoming events and to encourage participation in our service project. This year we also plan to have an event at each of our local hospitals for Nurse's Week.

SKAGIT – ISLAND – SAN JUAN NURSES ASSOCIATION – DISTRICT 16

President: Julia Weinberg, *Bow*

District 16 has been very active in promoting our professional nurse organization and nursing over the last couple of years of 1999-2001.

Our Goals are to promote education for our nurse membership, student nurses and the community to strengthen and mentor relationships between practicing RNs and the student nurses at the local community college, Skagit Valley and to increase our visibility in the community.

We have provided education offerings such as *Financial Planning for Your Present Needs and Future Retirement, Forensic Nursing, Taking Care of Health Care Providers and Alternatives for Health and Healing.*

In September each year, the district has provided refreshments at the student orientation day for the first and second year nursing students. During this time, we send members of the District Board to share about nursing and belonging and participating in the professional associations of ANA (American Nurses Association, WSNA (Washington Nurses Association) and NSNA (National Student Nurses Association). We try and answer questions the students have concerning legislative issues, practice issues and working environment issues affecting nurses presently and in the future.

The District Board feels strongly that students should be involved and have opportunity to participate in WSNA and ANA activities. To realize this, we have helped financially to sponsor students to attend the WSNA Nurse Summit and Legislative Day in Olympia. The students in turn, have shared their perspectives of the experience in letters to the district, which we have printed in our quarterly newsletters to our nurse membership.

We have provided refreshments at the graduation of the students in June. District Board members, who could attend, have handed out cards of congratulations to each new Graduate Nurse.

We are proud of our accomplishments and involvement with the nursing students. We shall continue to promote our mentorship and involvement in this very important goal for the future.

The District Board has not made much headway in becoming more visible in the community. Board members who are also employed at various hospitals



did participate on hospital committees. There is opportunity to talk with community leaders at these meetings about nursing issues and priorities. However, this is one goal we can continue to work on and with more focus attain for the future.

The ongoing issues District 16 Board members have had to deal with is the lack of membership involvement and willingness to fill leadership roles on our board, attending CE offerings, meetings, etc. This is not unusual as we learn when attending other District Board meetings. This same issue is a common theme. Currently district 16 nurse membership is about 450 members. The District Board of Directors has 3 vacancies that need to be filled. Our challenge as a district is to have our nurse membership become more active and involved with district activities and serving in

leadership roles. We will continue to strive in that direction.

Currently the District 16 Board is working on ways to be proactive with the issue and concern of the nursing shortage. We recently purchased a short videotape from the NSNA, which has a brochure to focus on choosing nursing as a career choice. We have shown it to the task force members who are working on recruitment and retention solutions and strategies at Affiliated Health Services and to the nursing faculty at Skagit Valley community College.

We have an idea and hope to come up with some action plans over the next few months of how to involve the district and nurse membership. We will keep you posted.

Nursing News Briefs



Correction to Winter 2000 WA Nurse Article:

The article, "It's Not your Mother's ANA" printed in the Autumn 2000 issue of The Washington NURSE incorrectly identified Jeanne Surdo instead of Jean Ross as the nurse from Minnesota who was one of the "DC Six." Our apologies to Jean for our mistake.

Education Session Planned for ARNPs with Prescriptive Authority

"Are You Ready for Schedule II-IVs? Privileges, Responsibilities and Sand Traps" will be held on June 5, 2001 at the Seattle Airport Hilton, Seattle. Fees for the one day educational offering is \$165/\$145* for 8 contact hours. This conference is designed for nurse practitioners and other interested health professionals. Topics include an overview of new legislation and implementation of prescriptive authority for controlled substances, DEA responsibilities and recommendations for practitioners,

pharmacokinetics of psychoactive drugs, clinical advances in pain management, compliance with patient-centered chronic pain management guidelines, opiate dependency and drug-seeking behavior, use of stimulants and other psychoactive drugs, and legal and ethical issues in prescribing controlled substances.

The educational offering is sponsored by the University of Washington School of Nursing Office of Continuing Education and co-sponsored by WSNA.

WSNA Members Authors of New Books Published by ANA

Public Health Nursing Leadership: A Guide to Managing the Core Functions by Bobbie Berkowitz, PhD, RN, FAAN and others.

This workbook is for nurses and others involved in or preparing for work in public health settings and community-based agencies and health care systems. It will help nurses develop and apply skills needed to creatively manage the four public health core functions

and evaluate the effectiveness of that management. 2001/106 pp. ISBN 1-55810-155-1 Pub # PHNL21CM2. List Price \$34.95 / ANA Constituent Member Price \$27.95

ANA Workplace Health and Safety Guide for Nurses: OSHA and NIOSH Resources by Michelle Kom Gochenhour, MSN, COHN-S; Michelle Nawar, MA, MPH; and Susan Q. Wilburn, BSN, RN.

This guide gives nurses many of the resources they need to effectively create and advocate for healthy and safe workplaces. It explains the underlying federal authority, and the resulting rights and responsibilities, and focuses on how to collect and analyze data using the OSHA Logs to help nurses uncover information on the health and safety issues in their facilities. 2001/100 pp. ISBN 1-55810-161-6. Pub# WPHS21CM2. List \$29.95/ Member \$23.95.

Outside orders can be placed by calling 1-800-637-0323 or order online at www.nursesbooks.org.



Nursing News Briefs

In Memoriam:

Dixie Lois Gilbert, a Life Time member of the WSNA, died peacefully on February 20, 2001. Dixie was a 1947 graduate of Trinity Lutheran Hospital School of Nursing in Kansas City, Kansas. Upon moving to the Gray's Harbor, WA area in 1948, she became active in District # 8, WSNA. She was a surgical nurse at St. Joseph's Hospital in Aberdeen, WA. Dixie

was employed by the WSNA in September 1950 as the assistant to the Director of Economic Security Program. When she left WSNA she joined the US Army Nurse Corps and served two tours of duty in a MASH unit during the Korean conflict and continued her military service until 1959 as a nurse anesthetist. She later earned her Master's in Nursing from the University of Washington, where she was instrumental in setting up

the Emergency Room at University Hospital.

After supervising a nursing home in Everett, she went to work for the State of Washington as a nursing care consultant until she retired in 1978. In retirement, she was active in local and state politics. Remembrances may be made to Mountlake Terrace Senior Center or the Mountlake Terrace Parks Department.



New Members

December to April 1, 2001

DISTRICT #1

Mt. Baker

Veronica G. Augur
Kelli J. Barner
Margaret J. Bell
Karen R. Carson
Michelle G. Dalton
Diana L. Davidson
Deborah L. Dickerson
Julia A. Gabl
Martin Hamer
S Goldie Hamer
Karla M. Hitchcock
Robin A. Hunter
Debbie K. Mickschl
Andrea Monroe
Megan E. Reedy
Jennifer Robinson
Mackenzie B. Seigman
Bekki L. Strickler
Marsha L. Tambllyn
Carlene R. Veltman
Cynthia J. Weber

DISTRICT #2

King County

Stacie K. Addison
Arleh I. Alvarez
Jennifer C. Anand
Ron C. Appling
Marsha M Auricchio
Verlyn T. Babila
Pearl Q. Bautista
Linda A. Beebe
Bonnie M. Behre
Kiffanie Benson
Karen Bergquist
Tara D. Bishop
Lindsey D. Bracken
Ally Bulloch
Joanne M. Cam

Sarah K. Casey
Manuel B. Chan
Dokhee Cho
Jeanette M. Choate
Kristine M. Cimino
Diane G. Collins
Annette L. Cologna
Lesley P. Dasher
Lisa B. Dilorenzo
Julie A. Dowling
Catherine C. Doyle
Maxine L. Edwards
Leah S. Enad-Warner
Laurie S. Esparza
Alona S. Estioco
Yumei Feng
Veronica A. Findley
Debra M. Fischer
Laura M. Fleming
Johna R. Fletcher
Joyce L. Foley
Elisa B. Garcia
Sukhdip K. Gill
Christin J. Gordanier
Lynn V. Gourde
Katherine A. Greeness
Brian B. Halpern
Connie M. Hand
Jennifer A. Hayes
Liza Adele Heverly
Sarah A. Hill
Judith B. Hobdy
Jill Elizabeth Horn
Marie T. Hughes
Carolyn E. Huson
Roberta L. Huston
Hue (Wendy) P. Huynh
Mai Huynh
Judith L. Johnson
Sheila G. Kamphaus
Barbara M. Keefe
Lynn Keegan
Stephanie L. Kelley
Shoko Kihara
Ramona K. Koop
Bonnie M. Kosmyna
Sandra L. Kreider
Christine M. Laux
Paula A. Ledell
Lori J. Lee
Mary Beth Lewis
Tereza Y. Masturova
Deborah L. Maxey-Sherwood
Kelly Ann May
Sally-ann McDonald
Terry L. McInerney
Darla L. Mihovilich
Sherah L. Minshull
Marlene K. Murray
Lillian I. Nelson
Nancy Marie Olsen
Lecia W. Phinney
Margaret M. Polacci
Patti A. Quaal
Michele Marie Ramoso
Carrie A. Reiner
Jonathan P. Richner
Rene Rivera
Kumhee A. Ro
Linnea T. Rodriquez
Simone Rystad-Knowles
Heidi A. Scott
Mary Shelkey
Cindy L. Sloan
Cindi R. Smith
Patricia A. Smith
Renee M. Sorbo
Jennifer M. Sorensen
Marilyn R. Stansbury
Jane A. Sternagel
Connie C. Stromberg
Michael D. Swenson

Mary Durand Thomas
Jennifer L. Thompson
Delyn D. Tucker
Denise S. Wadzinski
Debbie H. Ward
Raymond A. Weinrich
Becky E. Wood
Janel C. Yramategui
Caroline L. Yuson
Edward Zercher

DISTRICT #3

Pierce County

Anna-Leigh Andresen
Amy J. Armitage
Shana M. Bailon
Cynthia A. Bramhall
Byron L. Caldwell
Gerald A. Chambers
Doreen Ching
Kathleen M. DePew
Lissa Christine Douglas
Deborah P. Drummand
Lynne S. Duran
Carole I. Edenfield
Deborah Fernandez
Joanna L. Fralick
Bridgie A. Graham-Smith
Barbara S. Green
Barbara E. Hampton
Judy Sinclair Hawkey
Sandra K. Hayes
Alino V. Hermes
Laura D. Hibbard
Jeff I. Howe
Sheila B. Hunt
Nancy S. Ide
Edis M. Jones
Thomas R. Kepler
Teresa M. King

Noelle G. Krueger
Annie M. Langhelm
Jane O. Lee
Diane Litten
Kathy J. Martin
Marne McEachern
Jerry Miller
Daniel J. Munoz
Angela K. Narlock
Susan M. Newell
Oanh T. Nguyen
Regina R. Opalia
Roger W. Ozbirn
Laurel A. Patton
Donna MM Perras
Guy S Powell
Shannon N. Power
Angela L. Ramos
Kellie E. Reed
Lana M. Rocke
Robert C. Salinger
Jayne M. Shannon
Nicole Smith
Janet H Snape
Julie A. St John
Robyn L. Staley
John M. Steirer, Jr.
Debra L. Stevenson
Linda D. Sullivan
Victoria R. Sweet
Kara L. Tompkins
Deborah A. Tousley
Bich Ngoc Tram-Duong
Pamela K Twitchell
Robin A. Whitlatch
Nancy A. Yie
Soo M. Yoon

DISTRICT #4

Inland Empire
Jennifer E. Adams
Kimberly L. Anderson
Kalie M. Ashcraft
Julie M. Baldwin
Shawna R. Beese
Jan L. Boal
Laura P. Brantley
Tanya K. Bunker
Hope M. Busto-Keyes
Kimberly C. Cameron
Danielle D. Carrico
Deborah C. Compton
Ruth A. Dainty
Cynthia W. Delaney
Colleen D. Delp
Audra J. Delyea
Melanie M. Fain

Barbara A. Farrell
Jacqueline J. Geller
Sabrina S. Gilbert
Corinne R. Helleson
Jamey Lynn Johnson
Kim R. Johnson
K. Scott Johnston
Louise E. King
MaryAnn C. King
Lori A. Koenen
Kate Ashli Kuhlman-Wood
Nancy Ann Lincoln
Chere D. Lindsley
Amy E. McGrail
William F. McKeen
James J. Miron
Laura J. Molyneaux
Janet L. O'Daniell
David B. Oakes
Catherine E. Olson
Susan L. Rakentine
Debora L. Raynor
Lisa Marie Robinson
Jennifer R. Ronnei
Georgia G. Seeberger
Shelly Sims
Esther R. Stradling
Marcia F. Troyer
Bonnie J. Walker
Lorrie L. Wallwork
Jennifer L. West
Brenda G. Williams-Mathews
Lisa W Wittrock
Patricia A. Young

DISTRICT #6

Yakima Valley
Valerie L. Blanco
Jill M. Davis
Dani C. Dykstra
Wesley A. Kessinger
Keith L. D Rackley

DISTRICT #7

Chelan/Douglas/Grant
Gayle J. Carlson
Connie L. Mittelstaedt
Tammy L. Opel
Leslie C. Potridge
Christy Stubblefield
Shannon D. Waters
Hal B. Wood

DISTRICT #8

Grays Harbor
Sharon K. Jones
Susanne R. Spaur

DISTRICT #9

Snohomish County
Juliana L. Barnes
Andi-Kay Gallatin
Gregory P. Goldsmith
Page L. Harris
Tina L. Heinz
Leslie Jawando
Marci P. Johnson
Gail L. Johnston
Elizabeth Lee Kang
Leigh K. McKibben
Mary E. Miller
Sheryl B. Pender
Wendy J. Robins
Tracy L. Sullivan
Nancy M. Varg
Tonnice H. Wolfe
Ronald P. Young

DISTRICT #10

Lower Columbia
Linda D. Keezer
Sarah J. Moore
Michelle A. Setera
Nicole R. Waddell
Mary L. Weissgerber
Jason L. Whitney

DISTRICT #11

Fort Vancouver
Patricia A. Andrews
Janice Y. Blakemore
Sheila R. Courtney
Randy E. Gallagher
Veronika E. Greenwood
Virginia C. Hoffman
John T. Lile

DISTRICT #12

Clallam/Jefferson
Tammy L. Caruthers

DISTRICT #13

Capital City
Kimberly Brown Rechner
Linda E. Shub

DISTRICT #14

Whitman
Kimberly Ann Heroff

DISTRICT #15

Tri-Cities
Jane F. Anderson
Kimberly K. Bucklin
Carry A. Doyle

Judith A. Emerson
Joan M. Guercia
Velma L. Jackson
Cynthia R. Lacy
Jennifer R. Lewis
Susan I. Pryce
Renee A Sams
Rachel M. Shinabarger
Brenda F. Stansbery
Joyce C. Thomas
Joan E. Wertz

DISTRICT #16

Skagit-Island-San Juan
Nicole Jean Lauer
Applehans
Luella Armstrong
Christina R. Ashby
AnnMarie Crane
Patricia A. Dominick
Wayne M. Donaldson
Caryl S. Farley
MaryAnn Gebhard
Karen R. Hill
Karen A. Kimsey
Margaret K. Lundin
Linda L. Mate
Carla Ann Naymik
Mary K. Royers
Jackie B. Whigham

DISTRICT #17

Kitsap County
Karin E. Baldwin
Genalyn A. Garcia
Marilyn D. Garcia
Lanette L. McGauley
Charlett Nelsen
Karen M. Shildmyer
Aida S. Vinluan

DISTRICT #18

Kittitas County
Elisa Flach
Rietta M. Harding
John A. Yoder
Mark Andrews

DISTRICT #98

Pacific, Asotin, Lewis, Oaknogan, Ferry, Ocean Beach
Beverly M. Harper
John D. Helm
Margaret J. Koepping
Lynn Sircello
Carey A. Young



Nurses Turn Out for Legislative Day Successful Press Conference to Stop Forced Overtime

Over 400 nurses and nursing students gathered in Olympia Monday, February 12th for the **19th Annual Washington State Nurses Association (WSNA) Nurse Legislative Day**, where nursing shortage and working conditions top the legislative priorities.

It was a packed day that included Mary Selecky, Washington State Secretary of Health, as the keynote speaker. Mary provided an overview of the Department of Health and spoke specifically about the importance of public health and the critical role nurses play in today's health care. The WSNA Legislative and Health Policy Council also gave a presentation of the major initiatives WSNA is working on this session.

Breakout sessions included Grassroots Political Action, Regulatory Focus on ARNP Prescriptive Authority and Registration of Surgical Technologists, and Basics of

Running for Political Office.

Patty Hayes, MN, BSN, from the Department of Health, was energetic as usual in her workshop to teach the basics of the legislative process and in urging everyone to get politically involved. Tami Green, RN, was dynamic and inspiring as a first time presenter on her experience in running for the state legislature in 2000. Special thanks to our guest speakers and to ARNPs United and WACPN for their participation in the regulatory workshop.

The highlight of the day was a press conference demanding action from state legislators to prohibit forced overtime for nurses (House Bill 1527), held in the afternoon at the State Reception Room in the Legislative Building. WSNA is calling for the passage of HB 1527 to stop the practice of forced overtime. This bill prohibits hospitals from requiring nurses to work overtime above their regularly scheduled hours. It is a critical step

*... in the interest
of
public safety ...
nurses
and
patients
deserve
the same
protection*



Legislative Day attendees listening to speakers address the critical issues of nursing today



Informative – and fun – Legislative Day again a big success!

towards improving working conditions for nurses and retaining quality patient care during the current nursing shortage.

WSNA was joined by representatives of SEIU 1199 and USNU at the event. Kim Armstrong, RN, member of the WSNA Economic & General Welfare Cabinet gave an emotional speech on the effects of forced overtime on patient care and the nurses.

Representative Steve Conway (Democrat - District 29), prime sponsor of HB 1527, stressed the importance of this bill. "Airline pilots and truck drivers have restrictions on the hours they work in the interest of public safety. Our nurses and patients deserve the same protection. Let's all work together and protect safe patient care by prohibiting forced overtime for nurses," said Conway.

"PROMOTING NURSING, PROTECTING NURSES"

**LOUISE KAPLAN FOR
WSNA PRESIDENT**

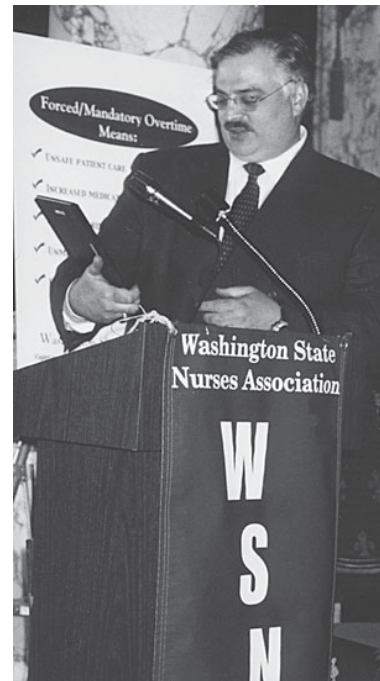
**Strengthen Our Legislative and Regulatory Efforts
Innovative Solutions to the Nurse Shortage
Develop Local Unit Leadership
Eliminate Forced Overtime
Work with Specialty Nursing Organizations**

Supporters Include

Dawn Morrell, Janna Hagarty, Judy Lyons, Jean Pfeifer, Frank Maziarski, Marva Petty, Tina Fascetti, Donna Poole, Joan Caley, Lisa Ross, Charla Mae Andrews, Helen Kuebel, Ron Young, Marie Annette Brown, Karen Huisinga, Kris Barnes, Janet Primomo, Dwight Bushue, Shannon Fitzgerald, Pat Sweyer, Robbie Bertram, Linda Olson, Mary Ann Carr, Lynne Duran, Todd Herzog, Helen Banner, Anne Hirsch, Alecia Cosgrove, Jo Ann Yost, Marilyn Adair, Martha Worcester, Deena Rauch, Dorothy Detlor, Joanna Boatman

Paid Advertisement

Representative Tom Campbell (Republican - District 2) received the **WSNA-PAC 2000 Legislator of the Year Award** for his commitment and efforts on behalf of nursing. Tom is a legislator known for his bipartisan spirit in working to accomplish what is best for the people of Washington state. He was instrumental in passing a *Patients Bill of Rights* in Washington last year, and led the fight to restore the individual health care market. This year, Tom is a leader in the fight to secure affordable prescription drug prices for those without prescription drug coverage against the giant pharmaceutical companies. Tom was very supportive of WSNA's needlestick legislation last year, and is a sponsor of our mandatory overtime bill this year.



Representative Tom Campbell (Republican - District 2) receives WSNA-PAC 2000 Legislator of the Year Award



Legislative Update

We are once again faced with a contentious state legislature in Olympia consisting of a tied House (an even number of Republicans and Democrats) and a slim Democratic lead in the Senate. The main focus of the session is the state's biennial budget, where a \$300 million gap exists between available funds and the Governor's proposed budget.

MANDATORY/FORCED OVERTIME HB 1527

This was WSNA's top priority for the session! This bill prohibits health care facilities from requiring employees to perform overtime work. Overtime is defined as any hours worked in excess of an agreed upon, predetermined, regularly scheduled shift or work week, as determined by contract, established work scheduling practices, policies or procedures. No employee of a health care facility can be required or forced to work overtime. Exceptions are made during any unforeseen national, state, or municipal emergency; in which case overtime is required only as a last resort. Any employer who violates this act will be subject to penalty. Employees who report violations of mandatory overtime are entitled to receive 20% of the fine if report leads to sanctions.

Despite a flood of public support and media attention on this issue, this bill was never even scheduled for a hearing in the House Commerce and Labor Committee due to strong opposition from key Republican leaders and the Hospital Association. It is "dead" for this session. We would especially like to thank Rep. Steve Conway (Democrat - District 29) for his great support and efforts as the prime sponsor of the legislation. This is a critical issue that we will focus on in 2002.

WSNA is also focusing on a series of items to begin to address the growing nursing shortage in Washington state. Some of the items we are working for during the legislative session include:

DATA COLLECTION AND ANALYSIS OF NURSING WORKFORCE

The Washington State Nursing Care Quality Assurance Commission stopped collecting workforce data in 1997 due to insufficient funds. We are working to secure funding for statewide data collection and analysis of nursing workforce information. At this time of nursing shortages, it is critical to have pertinent and timely information about the nursing workforce in our state.

NURSING FACULTY SALARIES

We are seeking funding in the state budget to increase nursing faculty salaries throughout the state. Unless salaries are comparable to what nurses can earn in clinical settings, we will not be able to attract qualified nursing faculty for the nursing programs. The Governor's budget allocates extra funding for faculty recruitment and retention – we will be fighting to secure these funds to help boost nursing faculty salaries.

INCREASE ENROLLMENT SLOTS FOR NURSING STUDENTS

The Governor's proposal includes funding for 1500 FTE slots for the Higher Education Coordinating Board (HECB) with emphasis on high technology. WSNA is working to include health care professionals in the targeted professions.

SCHOLARSHIPS AND LOAN PROGRAMS

In order to increase nursing enrollment, we are working to increase

scholarship and loan repayment funds for nursing students. WSNA is lobbying to double the current budget allocation and seeking \$5 million towards the state's Health Professional Repayment and Scholarship Program. During the past 3 years, the state has received 200 requests for loan repayments from health professionals while only able to grant 20 of those requests.

PUBLIC HEALTH FUNDING

Public health funding remains a high priority for WSNA. With the passage of I-695, public health funding has been placed in jeopardy. We were able to restore 90% of the funding in last year's supplemental budget. We are advocating for a stable source of funding for public health that would guarantee 100% of the funding.



VOTE
Julia Weinberg
Staff Nurse
for
WSNA President

— Paid Advertisement —

Nurses Attend TriCouncil Invitational Conference on Nursing Shortage

On March 2nd 2001, the Washington TriCouncil for Nursing, in collaboration with the Nursing Care Quality Assurance Commission (NQAC), held the first of a planned series of invitational conferences to address the serious and growing nursing shortage in Washington State. The TriCouncil consists of Council of Nurse Educators in Washington State (CNEWS), Washington League for Nursing (WLN), Northwest Organization of Nurse Executives (NW-ONE) and Washington State Nurses Association (WSNA).

Sixty registered nurses from across Washington State were invited to participate in the meeting. Attendees came from acute care hospitals and agencies, long-term and home health care, the public health sector, several educational institutions and included staff nurses, ARNPs, nurse educators, nurse managers and executives, designates of nursing organizations, and representatives from various nursing specialty groups.

The goals of the Summit focused on clarifying the issues contributing to the growing nursing shortage and identifying other key stakeholders who will need to be at the table to craft a successful master plan for nursing. The master plan will describe the needed action steps and responsibilities of each stakeholder group to ensure that a sufficient workforce of registered nurses exists in the future to meet the health and wellness needs of residents of Washington State.

Mary Rapson, Director of the Robert Wood Johnson Foundation funded Colleagues in Caring Project (CIC), provided a national perspective on the nursing workforce and an overview of the current CIC projects underway across the country that are addressing on the shortage at the state and regional level. Other



Nurses work in small groups to identify stakeholders.

speakers presented data on issues specific to Washington State including: (1) a nursing workforce study initiated by the Health Care Personnel Shortage Task Force of the Washington State Hospital Association; (2) The University of Washington & the Intercollegiate Center of Nursing Education/ Washington State University joint survey on staffing and educational needs in Washington State; and (3) The employment forecast for the next decade as projected by Labor Market & Economic Analysis from the Washington State Employment Security Department.

In the afternoon, participants broke into several small work groups to identify the key issues that must be resolved to address and correct the growing nursing shortage in Washington State. Each group was asked to (1) list five top issues/

factors contributing to the nursing shortage in Washington State and identify the immediate and long-term impact of each of these on the nursing profession; and (2) Identify the key stakeholders who need to be involved in identifying and implementing solutions to the nursing shortage.

Among the top issues to be resolved were: the current workplace environment and practices, lack of consistent meaningful workforce and workplace data on the profession, a need for a more positive image for nursing, nursing's confusing educational system and the politics within the health care industry. A complete summary of the outcomes from the meeting is expected in early May.



Chuck Cumiskey, Paula Meyer and Kay Skaftun listen intently to keynote speakers.



District News

District 2:

1. The 2001 King County Nurses Association Spring Banquet/Annual Meeting will be held from 5:30-9:00 p.m. Thursday, May 10, 2001, at the Yankee Diner Restaurant in Ballard. The event will be held during **Nurses Week**, May 6-12, and will reflect the American Nurses Association theme, "Nurses are the True Spirit of Caring."

KCNA welcomes Ruth Hansten, RN, MBA, as the speaker for the event. Hansten, co-author of Clinical Delegation: Toolbook for Healthcare will discuss the value and definitions of caring in an inspirational presentation.

The event will include presentations of the KCNA nursing and scholarship awards, and a silent and live auction to benefit the Scholarship Fund.

The cost, including seafood diner, is \$30.00 for members and students, \$35.00 for non-members. Student scholarships are available. Contact KCNA at 206-545-0603 or kcnurses@kcnurses.org for more information.

2. Save the dates for these upcoming KCNA events:

Sept. 22, 2001: The *KCNA Member Kick Off Event*, an annual opportunity for members to explore the areas of nursing which interest them. The event includes meeting of KCNA special interest groups, as well as lunch and a keynote session focusing on issues important to local nurses. The event will be held at Shoreline Conference Center.

Contact KCNA at 206-545-0603 or kcnurses@kcnurses.org for more information.

October 2001: *Nurses Law School 2001*, co-sponsored by KCNA and the Washington State Trial Lawyers Association, is a unique

opportunity for nurses to take an in-depth look at legal issues which affect them in the workplace. The event will be held in the SeaTac area and also in Spokane.

Call WSTLA at 206-464-1011 for dates and registration information.

3. KCNA members Margaret Heitkemper, PhD, RN, FAAN, and Monica Jarrett, PhD, RN, co-authored a feature article in the January 2001, edition of The American Journal of Nursing.

The article, "*It's Not All in Your Head: Irritable Bowel Syndrome*," details the history of IBS and its causes, diagnosis, and treatment. IBS affects approximately 15-20 percent of Americans, more common than asthma or diabetes mellitus.

Jarrett is Research Associate Professor at the University of Washington, and serves as the KCNA First Vice President. Heitkemper is Professor and Chair of the Department of Biobehavioral Nursing and Health Systems at the UW.

4. KCNA joined with WSNA to highlight nurses in a Seattle Times special feature during Nurses Week, May 6-12. This full-page spotlight section will run in the Job Market section on Wednesday, May 9, and will include a feature story about a KCNA nurse, information about nursing opportunities for graduates, and resources for nurses and prospective nurses to learn more about the profession.

KCNA will also prepare a resource kit for school guidance counselors. This kit will include information about nursing schools in the area, detail the different types of nursing degrees, and provide additional resources. The kit will be distributed through the Times.

WSNA arranged for this section with the Times, and offered KCNA the opportunity to become involved. The KCNA Membership/PR Committee developed the materials for the resource kit.

5. Mandatory overtime and salaries are two of the legislative issues affecting nurses which KCNA members and nursing students discussed at the *KCNA District Meeting* Feb. 20, 2001. Louise Kaplan, PhD, ARNP, Chair of the WSNA Legislative Council, detailed the four legislative priorities for WSNA this year: mandatory overtime, faculty salaries, support for nursing students, and collecting additional data about the nursing workforce.

Kaplan stressed that mandatory overtime is a "quality of care and a quality of life issue." She said WSNA is working to get a bill before the legislature this session, and has received positive press coverage.

Kaplan informed attendees about some facts about nurses in Washington, including: more than 60,000 RNs in the state; an average of 2.9 nurses per 1,000 citizens in the state, as compared with 3.2 per 1,000 nationwide; the average age of RNs is 44.7; and nursing school enrollment at an all-time low.

More than 30 nurses and students attended the District Meeting. The nurse members approved the slate of candidates for the 2001 KCNA elections. Election results will be announced at the Spring Banquet/Annual Meeting May 10.

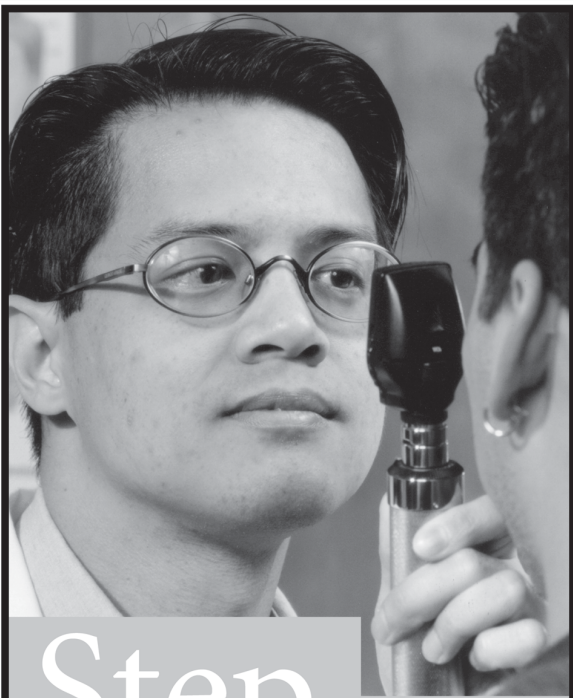
Process for ARNP Prescriptive Authority Nears Completion

Completion of prescriptive authority for Advanced Registered Nurses Practitioners (ARNPs) is nearing the end of the Rules Process. Senate Bill 5805, passed by the Washington State legislature last year, directed the Nursing Commission to jointly adopt rules with the Medical Quality Assurance Commission and the Board of Osteopathic Medicine and Surgery. On March 9th, 2001, both the Medical (MQAC) and Nursing Quality Assurance Commissions (NCQAC) approved Draft 3 of rules implementing Senate bill 5805 with one minor change. The Osteopath Board will vote on Draft 3 at their March 30, 2001 meeting.

The change agreed to by both MQAC and NCQAC involved WAC 246-XXX-040: "How is the joint practice arrangement terminated?" The new title is "Process for Joint Practice Arrangement Termination." The Medical Commission did not like the 30 days notification for termination and requested a change in the language to: "Practice arrangement between the advanced registered nurse practitioner and the physician shall provide for written notice of termination of the arrangement. The nursing care quality assurance commission shall be notified of the termination."

Until now, the MQAC and NCQAC and Osteopathic Board have been meeting separately to consider each draft of the rules, which has slowed the process when one or more groups want to make a change. It has been agreed by all parties that in order to facilitate a timely completion of the rule making process this year, the next set of hearings will be a joint meeting of representative members of all three groups (the NCQAC, MQAC and Osteopathic Board) and the DOH staff. Although it would be preferable to have the members from the three groups meet jointly in person, because of the travel and scheduling challenges, telephonic presence via conference call will be allowed. Each board/commission must have enough representatives present (in person or via conference call) to constitute a quorum of their board/commission. This method will allow for a public hearing to be held with all board and commissions quorum in attendance.

The next step is that following a meeting of the Osteopathic Board on 3-30-01, a CR 102 to be filed, which take three to four weeks to file. Then a date, time and location of the public rules hearing will be established. It is likely that this will be a June or July hearing date. After the CR 102 hearing is held, a CR 103 will be filed and the rules become effective 31 days after filing. It usually takes several weeks following a hearing before the appropriate paperwork is filed.



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2001 Contract Negotiations Bring BIG Gains for Washington Nurses

As the 2001 contract negotiations cycle gets fully underway, all across the state WSNA nurses are standing strong and united behind their negotiating teams and to gain new landmark contracts. Major gains are being made that improve nurses' wages and workplace conditions which enhance nurses' ability to provide safe, high-quality nursing care. While negotiations have been often long and difficult, WSNA nurses have achieved more success in their contracts than any other union in Washington in addressing workplace issues important to nurses and to quality of patient care. Concerns about inadequate staffing, mandatory overtime, lack of recognition, oppressive workplace practices and the ever-growing nursing shortage have called nurses to action, including informational picketing, in unprecedented numbers.

Recent contract settlements in the last few months include:

American Medical Response (AMR)
Central Washington Hospital
Childrens
Evergreen
Kadlec
Kittitas
Overlake
Sacred Heart
St. Joseph Bellingham
St. Joseph Tacoma
Tacoma General

Negotiations are in process or about to start at:

Northwest
Providence-Yakima
Seattle-King County Health
Dept.
Skyline
Snohomish Health Department
Virginia Mason

While other unions representing nurses in the state have made important gains, *WSNA contracts are leading the way* – proving to be the benchmark against which others are compared.

The Chart on the facing page briefly describes some of the major gains in wages, differentials, and recognition for years of experience and important changes in staffing and health and safety language in contracts across the state.

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CURRENT CONTRACT COMPARISONS

	Sacred Heart Spokane - WSNA	Overlake Seattle - WSNA	Evergreen Seattle - WSNA	Swedish Seattle - I199	St. Joseph Tacoma - WSNA	St. Joseph Bellingham - WSNA
% Wage Increase; Steps Added	1 st Year - 5% 2 nd Year - 4% 3 rd Year - 4% Addition of 4 steps	1 st Year - 5% 2 nd Year - 4% 3 rd Year - 3.5%	1 st Year - 5% 2 nd Year - 4% 3 rd Year - 3.5% With Steps 18-25 at 7.5/4/3.5%	1 st Year - 4% 2 nd Year - 3% 3 rd Year - 3% Added step.	1 st Year - 5% 2 nd Year - 4% 3 rd Year - 3.5% Retroactively effective. Added a step.	1 st Year - 5% 2 nd Year - 4% 3 rd Year - 4% Retroactively effective. Added Step 25.
Differential & Premium Pays	1 st Year: Eves - \$1.80 Nocs - \$2.40 3 rd Year: Eves - \$2.00 Nocs - \$2.75 Charge RN - \$1.25 to \$1.50 Standby - \$2.85 to \$3.00	1 st Year: Eves - \$1.80 Nocs - \$2.40 3 rd Year: Eves - \$2.25 Nocs - \$3.50 Charge RN - \$1.75 Standby - \$3.50 to \$3.75 Certification - \$1.00	Eves - \$2.25 Nocs - \$4.00 Charge RN - \$1.75, \$2.00 Standby - \$3.50 to \$3.75 Certification - \$1.00	Eves - \$2.25 Nocs - \$3.50 Charge RN - \$1.50 Standby - \$3.50 Certification - \$0.80	Eves - \$2.25 Nocs - \$3.50 Charge RN - \$2.00 Standby - \$3.50 Certification - \$1.00	Eves shift diff. 10% of base. Nocs - 15% of base Team Leader - \$2.00 Standby - \$3.00, \$4.50 on holidays. Certification - one step increase.
1:1 at Hire; Parity	Year for year credit at hire if at least 2 years experience.	Year for year credit at hire. Previously hired RN increased to maximum of 3 years over life of contract.	Additional recognition for past experience. Adjustments up to 2 years.	Year for year credit at hire. Previously hired RN increased maximum of 3 steps adjusted over life of contract.	New hire - increase of minimum from step 4 to step 10 depending upon experience. Additional recognition of previously hired RN to 1:1.	Unchanged.
Health and Safety	Language regarding: Latex sensitivity; RN with clinical conditions at risk for infection.	New improved health and safety language with staff RN representation.	Unchanged.	Health and safety language; Committee with RN representation.	New improved language with Local Unit Representation.	New improved health and safety language with staff RN representation.
Staffing	New reassignment/layoff language; new staffing language.	Increased RN input with specific process and prior notification of changes.	Overtime language references Nurses Practice Act. New floating language.	Labor-Management Committee and Nurse Practice Committee. No specific staffing language.	New staffing language with ability to raise concerns up the chain of command and set as agenda item for conference committee. Overtime language.	New restructure language; new staffing language with new committee, notification and documentation.

Holy Family, Spokane: 2000 contract eliminated mandatory overtime.

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

D. Continuing Nursing Education
Bellevue Community College
3000 Landerholm Circle SE
Bellevue, WA 98007
425/564-2012

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.

April 2001:

Spanish For Healthcare

Providers; April 10 & 24; Tacoma, WA; Contact Hours: 15; Fees: \$169; Contact: B.

Forensic Nursing; April 19;

Tacoma, WA; Contact Hours: 6; Fees: \$79; Contact: B.

Hypnotherapy: Health Care

Applications; April 24; Bellevue, WA; Contact Hours: 2.6; Fees: \$30; Contact: D.

Trends in Minimally Invasive

Surgery; April 25; Bellevue, WA; Contact Hours: 2.6; Fees: \$30; Contact: D.

Nursing Practice Series; April 25, May 2 and 9; Tacoma, WA; Contact Hours: 21 or 7 per session; Fees: \$219 or \$79 per session; Contact: B.

Phototherapy From The Ground

Up: How to Give Light Treatment Correctly; April 27-29; La Jolla, CA; Contact Hours: 16.2; Fees: \$450; Contact: National Psoriasis Foundation: 503/244-7404.

Venipuncture Techniques for the

Nurse; April 28; Bellevue, WA; Contact Hours: 9; Fees: \$120; Contact: D.

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.

22nd Annual Scientific Sessions:

North American Society of Pacing and Electrophysiology; May 2-5; Boston, MA; Contact Hours: Varies, depending on sessions attended; Fees: \$275-\$575; Contact: NASPE: 508/647-0100 or infor@naspe.org.

Orthopedic Injuries: The Break

You've Been Waiting For..; May 3; Bellevue, WA; Contact Hours: 2.6; Fees: \$30; Contact: D.

Movement and Relaxation as

Healing Strategies; May 3; Tacoma, WA; Contact Hours: 3.5; Fees: \$39; Contact: B.

Pain: The Fifth Vital Sign; May 4;

Tacoma, WA; Contact Hours: 6; Fees: \$79; Contact: B.

Clinical Updates in Correctional

Health Care; May 5-8; Las Vegas, NV; Contact Hours: 26.2; Fees: \$195-\$245; Contact: National Commission on Correctional Health Care: 773/880-1460 or ncchc@ncchc.org.

Adult Medical Surgical Nursing

Procedures; May 14-17; Tacoma, WA; Contact Hours: 25; Fees: \$439; Contact: B.

Eldercare: Selected Topics; May

15; Bellevue, WA; Contact Hours: 2.6; Fees: \$30; Contact: D.

Anger Management for Nurses;

May 16; Tacoma, WA; Contact Hours: 3.5; Fees: \$39; Contact: B.

Stress Management for Nurses;

May 16; Tacoma, WA; Contact Hours: 3.5; Fees: \$39; Contact: B.

Telephone and the Nurse:

Consulting in the New Millennium; May 18; Tacoma, WA; Contact Hours: 7.5; Fees: \$89; Contact B.

Basic Preparation Course for

Parish Nurses; May 21-23 and July 2-3; Tacoma, WA; Contact Hours: 30; Fees: \$395; Contact: B.



New Directions in Ambulatory Surgery; *May 23*; Bellevue, WA; Contact Hours: 2.6; Fees: \$30; Contact: D.

Introduction to Perioperative Nursing; *May 29-June 22*; Tacoma, WA and clinical sites to be arranged; Contact Hours: TBA; Fees: TBA; Contact: B.

Eating Disorders; *May 31*; Bellevue, WA; Contact Hours: 2.6; Fees: \$30; Contact: D.

June 2001:
TeleHealth: A Better Connection; *June 8*; Tacoma, WA; Contact Hours: 7.5; Fees: \$89; Contact: B.

American Society on Aging Summer Series on Aging; *June 11-13*; Denver, CO; Contact Hours: TBA; Fees: TBA; Contact: American Society on Aging: 800/537-9728 or www.asaging.org/summer-series or customerservice@asaging.org.

Keeping Kids in the Classroom 2001; *June 25 & 26*; Tacoma, WA; Contact Hours: 15; Fees: \$159; Contact: B.

Returning to Nursing? Options for RN Refresher Programs; *June 27*; Bellevue, WA; Contact Hours: None; Fees: None; Contact: D.

Successful Aging: Emphasize the Strengths; *June 29*; Tacoma, WA; Contact Hours: 7.5; Fees: 89; Contact: B.

July 2001:
Introduction to School Nursing (NURS 501D); *July 9-12*; Tacoma, October 2001; Contact Hours: 30; Fees: \$395; Contact: B

Phototherapy From the Ground Up: How to Give Light Treatment Correctly; *October 12-14*; New Orleans, LA; Contact Hours: 16.2; Fees: \$450; Contact: National Psoriasis Foundation 503/244-7404.

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.

American Society on Aging Summer Series on Aging; *July 23-26*; San Francisco, CA; Contact Hours: TBA; Fees: TBA; Contact: American Society on Aging: 800/537-9728 or www.asaging.org/summer-series or customerservice@asaging.org.

American Society on Aging Summer Series on Aging; *July 30-August 2*; Philadelphia, PA; Contact Hours: TBA; Fees: TBA; Contact: American Society on Aging: 800/537-9728 or www.asaging.org/summer-series or customerservice@asaging.org.

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
mbersante@dpearson.com

Web Sites Devoted to Nursing Ethics

Web Sites Devoted to Nursing Ethics:

Is it a reflection on our times? You will find several excellent resources on the Internet focusing on nursing ethics.

Begin your research on the ANA site for The Center for Ethics & Human Rights (<http://www.nursingworld.org/ethics/>). The Center was established in September, 1990 and on its site you will find links to their activities: Code for Nurses With Interpretive Statements; sets of bibliographies; position statements; and information about the summer experience in genetics for prepared RNs.

Boston College School of Nursing maintains a large Nursing Ethics Web Site at (http://www.bc.edu/bc_org/avp/son/ethics/ethicsmain.html). There, you will find links to definitions, basic resources (a bibliography), reviews of published ethics research projects, an ethics tool database, links to other ethics resources, and a web-based educational program on nursing ethics.

The Nurse Friendly Site has a list of books you can purchase which deal with direct patient care ethical issues. (<http://www.nursefriendly.com/nursing/directpatientcare/ethics.htm>).

The Center for Applied & Professional Ethics site includes an Ethics Portal to a Nursing Ethics Database of over 500 annotated records of nursing ethics related web sites. This site includes a search function to help you find exactly what you're looking for. (<http://cape.cmsu.edu/nursing/Nursing.asp>).

To subscribe to the **NURSING-ETHICS-L** discussion list, find the instructions for joining at (<http://www.tile.net/lists/nursingethicslnursing.html>).

Are you planning to attend the ICN Congress in Copenhagen, Denmark this June? Prior to the ICN Congress, you can attend a pre-conference on **Human Rights and Nursing** on June 8. To find out more, go to (<http://www.freedomtocare.org/page120.htm>).

The journal **Nursing Ethics: An International Journal for Health Care Professionals** has its own web site at (<http://www.arnoldpublishers.com/Journals/Journpages/09697330.htm>). There, you will find links to selected articles and instructions for submitting manuscripts.

Finally, Leah Curtin includes ethics discussions on her site. The most recent addition, "**Technology's Dark Side...**" can be found at (http://www.curtincalls.com/Ethics/March_2001_ethics.htm). You will find the link to her February, 2001, discussion "Why Do Good People Do Bad Things?" at the same web address.

Next Issue: Web Sites on Media Relations.

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

CALL FOR COUNCIL/COMMITTEE APPOINTMENTS

The WSNA Nominations/Search Committee will be meeting in late Spring of 2001 to prepare recommendations for appointments to the WSNA Councils and Committees. Appointments are for two years, beginning September 1, 2001 through August 31, 2003.

The recommendations prepared by the Nominations/Search Committee will go to the WSNA Board of Directors at its July 2001 meeting at which time the Board will make the appointments to the WSNA Cabinets and Committees. Appointments will be made for the following Councils and Committees. If you or your colleagues are interested in serving on any of these Councils or Committees, please *e-mail your request for a consent to serve form to bbergeron@wsna.org or call WSNA at 206-575-7979, extension 3024.*

Professional Nursing and Health Care Council
Legislative and Health Policy Council
Bylaws/Resolutions Committee
Nominations/Search Committee

Finance Committee
Convention/Summit Planning Committee
PAC Board of Trustees
WSNF Board of Trustees



The Washington State Rural Locum Tenens Program is seeking family nurse practitioners who are interested in providing short-term, temporary coverage for practices throughout the state of Washington. All arrangements for employment are negotiated between the professionals and the facilities, and there is never a charge for our referrals to either party. To receive an application and additional information, please contact the Area Health Education Center at WSU, Spokane, (509) 358-7640. E-mail: rundlett@wsu.edu

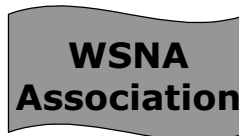
Maternal-Fetal Medicine Program of Evergreen Hospital Medical Center is proud to announce the Fifth Annual Eastside Perinatal Conference: Challenging Perinatal Issues For the Obstetrics Community on Friday, April 20, 2001. For registration and further information, please call (425) 899-3480.

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



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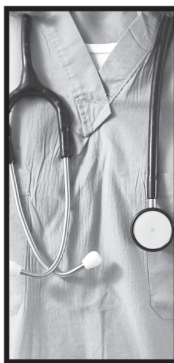


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