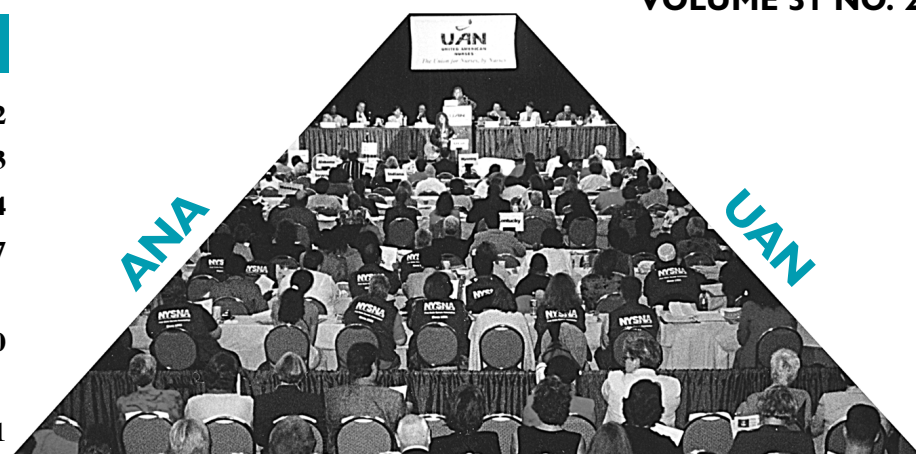


THE WASHINGTON NURSE

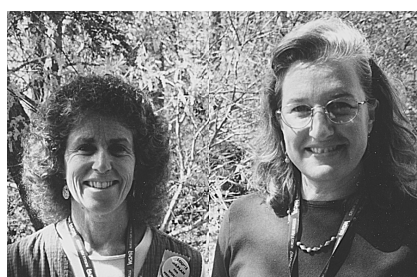
SUMMER 2001
VOLUME 31 NO. 2

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THE WASHINGTON NURSE

Volume 31, No. 2
Summer 2001

WASHINGTON STATE NURSES ASSOCIATION
575 Andover Park West, Suite 101
Seattle, WA 98188, Tel: 206/575-7979
Fax: 206/575-1908, wsna@wsna.org

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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

September

- 3 Office Closed - Labor Day
- 7 WSNF Trustees Meeting
- 21 CEARP Committee
- 25 Washington TriCouncil Meeting
- 29-30 Cabinet on Economic and General Welfare - Lake Chelan
- 30 WSNA Local Unit Council Meeting - Lake Chelan
- 30 Leadership Development Conference Welcome Reception - Lake Chelan

October

- 1-2 2001 Leadership Development Conference - Lake Chelan
- 13 WSNA Finance Committee and Board Executive Committee Meetings
- 27 Professional Nursing & Health Care Council

November 2001

- 3 Legislative and Health Policy Council
- 16-17 WSNA Board of Directors Meeting
- 22-23 Office Closed - Thanksgiving Day Holidays

Editor's Note:

At press time, the newly elected/appointed WSNA Councils/Cabinet and Committees had not yet finalized their Fall meeting schedule.

Important Dates to Hold for 2002:

January 28

Nurse Legislative Day,
Olympia, WA

March 8

WSNA Hall of Fame

June 26-27

UAN National Labor Assembly, Philadelphia, PA

June 28 - July 2

ANA Convention and House of Delegates, Philadelphia, PA

Sept 28 - Oct 1

2002 Leadership Development Conference, Lake Chelan, WA

WSNA BOARD OF DIRECTORS & HEADQUARTERS STAFF

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VICE PRESIDENT

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BUSINESS AGENT AND SYSTEMS ADMINISTRATOR

Deb Weston

INFORMATION RESOURCES AVAILABLE WSNA WEBSITE

<http://wsna.org>

Nearly twenty years ago I became active in WSNA. I had the good fortune to be mentored by people such as Judy Huntington (our current executive director), Joan Caley (now a member of the ANA Congress on Nursing Practice) and Sue Loper-Powers. At one time I considered running for president of WSNA, but instead chose to pursue a doctorate in health policy. I finished my dissertation just after my first child was born and it was not until a few years ago that I decided to renew my volunteer commitment to nursing. I now have the good fortune to thank you for the opportunity to serve as your President for the next two years. While some argue that this is the most challenging time we have ever confronted in health care, I see it as a time for nursing to seize the opportunity to move to the forefront of health policy decision making.

If the next two years are anything like my first month, they will be exciting and rewarding. My first official act as President was to testify on behalf of a coalition of advanced registered nurse practitioners (ARNPs) in support of the rules to allow ARNPs to prescribe Schedule II-IV drugs. These rules were unanimously adopted by the nursing and medical commissions and osteopathy board. When the rules become final and then approved by the Federal Drug Enforcement Agency, *3000 ARNPs in Washington will have the ability to provide comprehensive care to their patients.*

At the end of June I traveled to Washington, D.C. and attended a series of meetings in conjunction with the American Nurses Association's (ANA) annual House of Delegates. I witnessed history in the making as delegates to the National Labor Assembly of the United American Nurses (UAN - the union arm of the ANA) unanimously voted to affiliate with the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO). It was a thrill to hear Kim Armstrong, WSNA's Cabinet on Economic and General Welfare chair, read the motion to affiliate as well as testimony to the leadership that WSNA provides on collective bargaining.

Two days later the House of

Delegates overwhelmingly passed the necessary bylaws amendment to assure that the UAN received an unconditional charter from the AFL-CIO. The House of Delegates also passed a motion directing the ANA Board of Directors to commit the necessary resources to continue the work of ANA as a multipurpose organization. In addition, the motion directs the ANA Board of Directors to achieve completion of the Futures Task Force to enable the 2002 House of Delegates to adopt bylaws establishing an organizational structure in which the multiple strategies of the ANA can be fully realized. Another major action of the House of Delegates was adoption of a revised Code for Nurses, the first since 1985.

These actions of the UAN and ANA represent the collective efforts of thousands of nurses who are working tirelessly to develop nursing's future. They also represent the commitment of nursing leaders from across the nation to make responsible decisions that honor the history of ANA, uphold the principles and nursing practice and position the nursing profession to maintain relevancy as the social and political context of health care changes. I want to thank each of WSNA's delegates to the National Labor Assembly and to the House of Delegates for their time energy and commitment to serve WSNA.

While I was in Washington, D.C., I attended a Senate subcommittee hearing on nursing shortages. Sponsored by Senator Richard Durbin from Illinois, two panels of experts testified about factors contributing to the nursing shortage as well as potential actions to remedy the problem. Ann O'Sullivan, President of the Illinois State Nurses Association, was an articulate spokesperson for ANA and the nursing profession. She eloquently addressed the concerns, frustrations and disenfranchisement nurses feel when working under adverse conditions and in an environment of disrespect. I also attended a press conference on the Patient's Bill of Rights in which ANA President Mary Foley spoke. She joined Senator Durbin, Senator Jay Rockefeller and Senator Hillary Rodham Clinton in articulating the need for the Patient's Bill of Rights and

the continuing problems we all face in accessing quality affordable health care. We are fortunate to have such fine leadership from Mary and a special thanks to her for all that she does to promote nursing and protect nurses.

Closer to home, WSNA is working with the Work Force Training Board to devise a way to gather current and relevant data about the nurse work force in Washington State. WSNA is also taking a leadership role working with the Tri-Council (WSNA, the Northwest Organization of Nurse Executives, the Council of Nurse Educators of Washington, the Washington League for Nursing) and the Washington Nursing Care Quality Assurance Commission to develop plans for the next nursing shortage summit and a master plan for nursing in Washington.

I believe that we have numerous opportunities to create a new future.

Let your imagination run wild! Imagine what it would be like to have nursing care removed from the room charge in hospital bills. Imagine how care would be delivered if nurses were the primary care providers. Imagine what it would be like to discuss how to prevent problems that require expensive medications rather than discussing why prescription drug costs is a national health care crisis. Imagine how we could change the quality of life if we empowered consumers and made prevention of disease and promotion of health a national priority. Imagine if the top decision-makers in health policy were nurses! *Imagine!!!*

Then let me know what you imagine. Let me know how we can strengthen WSNA and make us a more powerful player in changing and improving the delivery of health care and the health status of citizens. Also let me know how I can best serve you. Feel free to leave me a message at WSNA or email at kaplanla@plu.edu and I will contact you as soon as possible. I am here to work with you to create a future in which nurses are respected and in which we are able to deliver the quality nursing care to which we all aspire.

Louise Kaplan, PhD, MN, ARNP
WSNA President

❖ Election Results – 2001-2003



Election Results

Eleven state nursing leaders were elected to two-year terms on the Washington State Nurses Association (WSNA) Board of Directors during an election conducted by a mailed ballot of the membership in May. The ballots were counted by the King County Division of Elections on June 7th.



Louise Kaplan, PhD, MN, ARNP
WSNA President



Helen Kuebel, MN, RN
WSNA Vice President



Martha Worchester, PhD, MN, RN
WSNA Treasurer

Louise Kaplan, PhD, MN, ARNP, Elected President

Louise Kaplan, PhD, MN, ARNP, of Olympia was elected as President of WSNA. Louise brings with her more than 20 years of nursing and WSNA experience. Louise has previously served as Second Vice President of WSNA, member of WSNA Board of Directors, Chair of the WSNA Legislative and Health Policy Council, member of WSNA-PAC Board of Trustees, and District President.

She received her BA in nursing from Simmons College in Boston, her Masters in Nursing from the University of Washington in Seattle and earned her Doctorate in Health Policy from Brandeis University in Massachusetts. Currently, Louise is a family nurse practitioner at The Clinic at Elma and a nurse consultant with the Washington State Department of Social and Health Services.

In addition to Louise, the following officers and members were elected to the WSNA Board of Directors:

Vice-President:

Helen Kuebel, #10, *Ridgefield*

Secretary/Treasurer:

Martha Worchester, #2, *Seattle*

Chair of Cabinet of Economic and General Welfare:

Kim Armstrong, #3, *Olalla*

Chair of Legislative and Health Policy Council:

Lisa Ross, #4, *Spokane*

Chair of Professional Nursing & Health Care Council:

Marva Petty, #11, *Vancouver*

Director(s) At-Large:

Diane Maier, #4, *Spokane*
Kathi Gibbs, #3, *McCleary*
Mary K. Walker, #2, *Seattle*

Staff Nurse Director(s) At-Large:

Sally Herman, #16, *Mt. Vernon*
Stasia Warren, #4, *Spokane*

Election Results – 2001-2003 ❖

Also elected were WSNA Councils, Cabinet and standing committees and delegates and alternates to the 2002–2003 UAN National Labor Assembly and ANA House of Delegates. The WSNA Board will appoint additional members to councils at their July Board meeting. Those results were as follows:

WSNA Nominations/Search Committee:

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

Legislative and Health Policy Council:

Chair:
Lisa M. Ross, #4, *Spokane*
(Chair also serves as a member of the WSNA Board)

At-Large:

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

Professional Nursing and Health Care Council:

Chair:

Marva Petty, #11, *Vancouver* (Chair also serves as a member of the WSNA Board)

Administration:

Nikki Behner, #9, *Arlington*

At-Large:

Janet Primomo, #2, *Seattle*

Education:

Claudia Kroll, #4, *Nine Mile Falls*

Ethics and Human Rights:

Muriel G. Softli, #2, *Seattle*

Practice:

S. Lynne Brengman, #1, *Bellingham*

Research:

Sharon Hooey, #16, *Mt. Vernon*

Cabinet on Economic and General Welfare:

Chair:

Kim Armstrong, #3, *Olalla*
(Chair also serves as a member of the WSNA Board)

Members:

Jeanne Avey, #10, *Longview*
Marty Avey, #4, *Spokane*
Darla Crosley, #3, *Graham*
Patricia Lombard, #1, *Bellingham*
Judi M. Lyons, #18, *Ellensburg*
John Tweedy, #16, *Mt. Vernon*

Cabinet on Economic and General Welfare Nominating/Search Committee:

Jen Brodie, #4, *Newman Lake*
Wendy E. Evans, #3, *Port Orchard*
Judith A. Turner, #3, *Fox Island*

Editor's Note: WSNA will be notified shortly regarding the exact number of delegates that it will have for the 2002–2003 UAN National Labor Assembly and 2002–2003 UAN ANA House of Delegates. It is very likely that the number of delegates will be greater than the number listed below as elected. Additional delegates will be appointed as delegates from the alternate listings in order by the highest number of votes received. Tie votes will be determined by lot.

UAN Delegates to 2002 & 2003 UAN National Labor Assembly (approx 6):

Elected as Delegates: Listed in order according to number of votes received:

John Tweedy, #16, *Mt. Vernon*
Marty Avey, #4, *Spokane*
Judi M. Lyons, #18, *Ellensburg*
Julia A. Weinberg, #16, *Bow*
Judy C. Miller, #4, *Spokane*
Kim Armstrong, #3, *Olalla*

Elected as Alternates: Listed in order according to number of votes received:

Vicki Wornath, #11, *Vancouver*
S. Lynne Brengman, #1, *Bellingham*
Holly Emmett, #3, *Tacoma*
Sally Herman, #16, *Mt. Vernon*
Mary Whealdon-Haught, #1, *Bellingham*
Jeanne Avey, #10, *Longview*
Patricia Lombard, #1, *Bellingham*
Nancy Hawkins McAfee, #2, *Seattle*
Vicki R. Everette, #10, *Kelso*
Sally A. Baque, #3, *Olalla*
Judith A. Turner, #3, *Fox Island*
Darla Crosley, #3, *Graham*

Carol M. Penwell, #3, *Port Orchard*
Kathryn Kennard, #3, *McKenna*

Write ins:

Angelo Fazio, #3, *Tacoma*
Janet Parks, #2, *Seattle*

To serve as a UAN Delegate to the National Labor Assembly you must be a member of WSNA and covered by a WSNA contract.

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

Listed in order according to number of votes received:

Elected as Delegates:

Office of the President
Carol Oeljen, #4, *Spokane*
Verlee 'Vee' Sutherland, #4, *Nine Mile Falls*

Elected as Alternates:

Lisa M. Ross, #4, *Spokane*
Mary K. Walker, #2, *Seattle*
Joan Garner, #2, *Maple Valley*

Carol J. Leppa, #2, *Seattle*
Helen Kuebel, #10, *Ridgefield*

Write ins:

Kathy Brown
Barbara Frye, #2, *Seattle*
Judy Huntington, #2, *Seattle*

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

(approximately 15 to be elected)

Mary Whealdon-Haught, #1, *Bellingham*
Judi M. Lyons, #18, *Ellensburg*
Julia A. Weinberg, #16, *Bow*
John Tweedy, #16, *Mt. Vernon*
Marty Avey, #4, *Spokane*
Sally Herman, #16, *Mt. Vernon*
Mike Krashin, #3, *Lakewood*
Dawn Morrell, #3, *Puyallup*
Kim Armstrong, #3, *Olalla*
Alecia N. Cosgrove, #3, *Port Orchard*
Jean Pfeifer, #2, *Kirkland*
Holly Emmett, #3, *Tacoma*

❖ Election Results – 2001-2003

Patricia Di Eglidio #2, *Bellevue*
 Stasia Warren, #4, *Spokane*
 Judith A. Turner, #3, *Fox Island*

Elected as Alternates:

Judy C. Miller, #4, *Spokane*
 Sally A. Baque, #3, *Olalla*
 C. J. Welter, #98, *Belfair*

Teddi Kendall, #3, *Tacoma*
 Nancy Hawkins McAfee, #2, *Seattle*
 Kathryn Kennard, #3, *McKenna*
 Muriel G. Softli, #2, *Seattle*

Write ins:

Jeanne Avey, #10, *Longview*
 John Carmichael, #3, *Sumner*

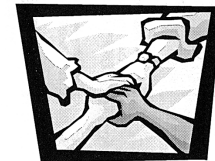
Al Dennis, #16, *Mount Vernon*
 Jean Erickson, #11, *Vancouver*
 Angelo Fazio, #3, *Tacoma*
 Joni Hensley, #1, *Everson*
 Naomi Jones, #1, *Ferndale*
 Patricia Lombard, #1, *Bellingham*
 Donna Poole, #2, *Bainbridge Island*
 Louise Shores, #11, *Vancouver*
 Kay Skaftun, # 2 *Seattle* (1)

Mark Your Calendars!!!

**LEADERSHIP
DEVELOPMENT
CONFERENCE**

SEPT. 30 – OCT. 2, 2001
LAKE CHELAN

WSNA
ONE STRONG VOICE



Information and Registration Form on Pages 38–39

**20TH ANNUAL
NURSE
LEGISLATIVE DAY**

JANUARY 28TH, 2002
OLYMPIA, WASHINGTON

**WSNA NURSE
HALL OF FAME
AWARD**

APPLICATION DEADLINE
SEPTEMBER 30TH, 2001

Information and Application on Pages 36–37

WSNA Summit Features National ANA Speakers Special Session Focuses on Workplace Issues

The 2001 WSNA Convention/ Summit was held on April 20–21, at Pacific Lutheran University in Tacoma, Washington. Attendees and guests were treated to an array of continuing education opportunities, national speakers, exciting exhibits and poster sessions, a gala awards reception and the WSNA's silent auction in addition to the business meeting of the WSNA General Assembly.

The first keynote was by Cheryl Peterson, ANA Senior Policy Fellow, International Affairs and Health & Economic Policy, who discussed the national and international aspects of the growing nursing shortage.

WSNA members enthusiastically welcomed Keynote Speaker, and ANA President Mary Foley, a true *nurse's nurse*, who grabbed the audiences' attention by providing a national perspective on the critical issues facing the nursing workforce in today's environment and its effect on nursing practice and the growing shortage.

Throughout the day and into the evening, summit attendees and guests browsed the 23 exhibits and poster sessions and placed their bids on the more than 80 exciting items donated for the Washington State Nurses Foundation's Silent Auction. Thanks to the generosity of the Foundations donors and friends, more than \$7,850 was raised to support the Foundations nursing scholarships and grants programs.

Following the close of the silent auction, participants and guests joined in a reception to celebrate and honor the 2001 recipients of the WSNA Awards. This biennial awards program showcased a number of the Association's leaders in a variety of categories (see recipient list on page 8).

Saturday morning's sessions revolved around a thought provoking panel and dialogue discussion entitled, **The Current Workplace: It's Positive and Negative Impact on Your Practice.**

The panelists provided a look at the issues through the eyes of a staff nurse, a public health nurse, a manager, a nurse educator, an advanced practice nurse, and a nursing commission member. It was an energizing CE session and was followed by a roundtable dialogue session where nurses working in small groups provided input that will be used by the WSNA Board to develop and prioritize strategies in addressing the workforce/workplace challenges over the next two years.

Panelists spoke about their roles in nursing and what they see as the problems and possible solutions to the workplace problems confronting nurses in all settings. Each speaker agreed that they were nurses first and that we each have a role in finding the solutions to the problems that face us – both individually and together – regardless of role or setting. It gave the audience an insightful appreciation of nurses' perspectives on workplace issues in roles other than their own.

The dialogue session gave the participants a chance to share ideas, issues, and solutions about the

workplace issue with each other, and presented an opportunity for nurses to talk with each other about nursing, present and future. There was no lag in the conversation and the time passed very quickly.

The participants of the dialogue session identified the following workplace issues as among the most crucial to be addressed:

1. Mandatory Overtime
2. Staffing Issues - Acuity and Nurse Patient Ratios
3. The healthcare system itself – that it lacks health, lacks care and lacks systems
4. Adequate funding for healthcare services and equitable disbursement in all settings
5. Workplace Health and Safety Issues
6. Nursing Shortage and Recruitment issues
7. Lack of value and respect for nurses and nursing

The WSNA Board of Directors, the Professional Nursing and Health Care Council, the Legislative and Health Care Policy Council, and the Cabinet on Economic and General Welfare will address these issues, identified by the WSNA membership, during the next biennium.



Workforce Issues Panel – WSNA Summit

❖ WSNA Convention/Summit

Other continuing education classes were offered during the remainder of the morning and afternoon. Courses included:

- Continued Competency
- Workplace Safety
- Mandatory Overtime/Staffing
- Marked for Life: *The Disciplinary Process & Your License*
- The Regulatory Process: *Why Legislation is not Enough*

- Medical Errors in Hospitals
- ARNP Prescriptive Authority
- The Plight of the Public Health Nursing: *Erosion of the Safety Net*

Evaluation of the continuing education classes by the Summit participants was very positive. WSNA wishes to thank our CE faculty: ANA staff members, Katherine Kany, Susan Wilburn, and Cheryl Peterson; WSNA members, Marva Petty, Louise Kaplan,

Joan Garner, Patty Hayes, and Jan Baldwin, Vicki Kirkpatrick, Paula Meyers and Jerri Henry.

The closing Keynote, "Nursing's Future and Why We Need ANA" was eloquently given by Linda Stierle, ANA Executive Director and former Brigadier General of the US Air Force Nurse Corps. A closing reception followed.

[Editor's Note: exhibitors and sponsors are listed on pages 32 and 33. Thank you for your support!]



Mary Walker and Barbara Frye with ANA President Mary Foley (left) at WSNA Convention/Summit



Award recipients enjoying the moment with ANA President Mary Foley (2nd from left)

CONGRATULATIONS

WSNA Awards Recipients

ANA Honorary Membership Award

Joan Caley, MS, RN, CNAA, CS

WSNA Honorary Recognition Award

Nurse Candidate:

Susan Wilburn, MPH, BSN, RN

Lay Candidate:

Beverly Smith

WSNA Joanna Boatman Staff

Nurse Leadership Award

Jean Pfeifer, BSN, RN

Margaret (Peggy) Sala, RN

Marguerite Cobb Public Health/Community

Health Nurse Award

Lisa Ross, BSN, RN

Janet Primomo, PhD, RN

Outstanding Local Unit Leader Award

Jeanne Avey, RN

Outstanding Grievance Officer Award

Kim Armstrong, BSN, RN

Internal Organizer Award

Leyli Woodfield, BSN, RN

Rising Star Award

Leslie Spain, RN

Outstanding Negotiating Team Children's Hospital Medical Center

Adversity Award(s)

PeaceHealth-Longview
Spokane Regional Health District

Educator of the Year Award

Claudia Kroll, EdD, RN

Nurse Manager Award

Mary Moeller, MN, RN

Wendy Bates, BSN, RN

Best Practice Award

Spokane Health District Nurses
Linda Warman, RN

Thank you to all of the nominators for completing applications for so many worthy nominees.

Thank You WSNA Summit Sponsors!

Washington State Nurses Association would like to thank the following Businesses and Districts for their generous contributions and support toward our 2001 Nursing Summit.

CHILDREN'S HOSPITAL & REGIONAL MEDICAL CENTER

Sponsor of Saturday continental breakfast

Sponsor of Friday's break

NURSES SERVICE ORGANIZATION

Sponsor of guest speaker:

Linda Stierle, ANA Executive Director

UNITED STATES NAVY

Sponsor of Saturday afternoon break

SCHWERWIN CAMPBELL BARNARD LLP

Linda Stierle Saturday reception

PIERCE COUNTY NURSES ASSOCIATION

Co-Sponsor of Saturday morning break

ABRACADABRA PRINTING

Donated the colored print work for the bookmarks

VERIZON WIRELESS

Co-Sponsor of Saturday morning break

MIDLAKES INSURANCE

Cash contribution to help with expenses

WSNA DISTRICT 6

Cash contribution to help with expenses

If you are interested in sponsoring an upcoming WSNA event, please contact Deb Weston at (206) 575-7979 ext. 3003 or e-mail her at dweston@wsna.org

Thank You WSNA Summit Exhibitors!

Washington State Nurses Association would like thank the following exhibitors to our 2001 Washington State Nursing Summit.

Grays Harbor Community Hospital

*CareForce

ARNP's United of Washington

Multicare Health Systems

Nurses Service Organization

*Samaritan Healthcare

*Children's Hospital & Regional Medical Center

*Southwest Washington Medical Center

United States Navy

Gonzaga University

Ladies First, Inc.

*Sun Bridge Healthcare Corp.

Public Health-Seattle & King County

United States Army

*VERIZON Wireless

*Juice Plus+

Washington State Nurses Association

Washington State Nurses Foundation

St. Joseph's Hospital-Bellingham

Guidance Medical Personnel, Inc.

*designates vendors with door prizes or drawings

❖ General Assembly

General Assembly Passes Resolutions Recommends Bylaws Amendments

In a three hour business meeting on April 20, 2001, the WSNA General Assembly listened to the President's Address presented by Jan Bussert (outgoing President), completed nominations for all elected offices and passed five action resolutions:

Resolution 1–

Preventing Violence in the Health Care Setting

Resolution 2–

Opposing Forced Overtime and Unsafe Staffing

Resolution 3–

Support for Public Health and Community Health Nursing Services

Resolution 4–

Opposition to HR 2260, the Pain

Relief Promotion Act

Resolution 5–

Nursing Shortage and Recruitment of Nurses

These resolutions will be utilized by the WSNA Board of Directors to provide direction to the WSNA Cabinet and Councils and other structural units of WSNA during the 2001–2003 biennium.

The General Assembly also passed three courtesy resolutions: (1) honoring Jan Bussert for her dedication and leadership during her four years as WSNA President, (2) honoring Sally Herman for her consistent support in providing photos of WSNA members and activities for the Washington Nurse and (3) acknowledging the many

contributions of the WSNA staff.

In additional action, the General Assembly debated and perfected recommendations for amendments to the WSNA Bylaws that were subsequently mailed to the membership for a vote.

In tribute of Erin King, the General Assembly observed a moment of silence. Erin, recent Chair of the WSNA Bylaws/Resolutions Committee, passed away in December.

[Editor's note: the amendments to the WSNA Bylaws were approved by a 98% affirmative vote. Copies of the action resolutions and the newly amended bylaws will be posted on the WSNA website in September.]



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General Assembly delegates enjoying a moment and getting down to business – all in a day's work

ANA House of Delegates Meet in Washington DC

by Barbara Frye

Washington State Nurses Association delegates traveled to Washington DC, joining RNs from around the country for three days packed with deliberation, debate, and decisions on the issues facing Registered Nurses in 2001.

There were decisions to be made on a number of resolutions—including the revised Code of Ethics, global funding to fight AIDS, reduction of paperwork in practice settings, discrimination against gays and lesbians in the military, health and safety in the workplace, and a bylaw change which requires membership in the UAN for those states who provide collective bargaining to their members.

The Washington delegates – Kim Armstrong, *Olalla*; Jeanne Avey, *Longview*; Marty Avey, *Spokane*; Nadine Constanza, *Spokane*; Barbara Frye, *Seattle*; Sally Herman, *Mt Vernon*; Louise Kaplan, *Olympia*; Kathy Kennard, *McKenna*; Mike Krashin, *Lakewood*; Judy Lyons, *Ellensburg*; Phyllis Mitchell, *Issaquah*; Janet Parks, *Shoreline*; Jean Pfeifer, *Kirkland*; Pam Rimel, *Yakima*; Peggy Sala, *Spokane*; Judy Turner, *Fox Island*; Julie Weinberg, *Bow*; and Executive Director, Judy Huntington – worked hard reading material, attending reference committee hearings and participating at the WSNA Caucus meetings to make certain the issues were clear and we were ready for the vote. Our delegates spoke eloquently before the House of Delegates on a number of the resolutions – effectively overcoming the anxiety of speaking before 800 people!

UAN delegates voted overwhelmingly to pass a revised and updated Code of Ethics for Nurses that accurately reflects the issues facing modern-day nurses in the nation's current health care environment. ANA

President Mary Foley stated, "The Code has always been a key guiding document for the nursing profession as well as strong support for individual nurses who are involved in principled actions in controversial situations. But the new Code will serve the profession even more efficiently because it clearly explains the mission of nursing in society and how nurses partner with the public with regard to health promotion, patient recovery and illness prevention."

A key aspect of the changes in the Code (last updated in 1985) is new language that acknowledges the myriad of challenges in the nurse's work environment in the 21st Century. For example, a section has been added stating, "The principal of respect for persons extends to all individuals with whom the nurse interacts, including colleagues and others." Additional new language addresses the primacy of patient interests, conflicts of interest

for nurses and collaboration within the health care setting. Another provision has been altered to establish a greater foundation of patient advocacy and health promotion among nurses, particularly with regard to patient privacy and confidentiality

Also included in the new Code is language asserting that nurses should not participate in the direct act of assisted suicide. This language, while enforcing that ANA supports pain relief at the end of life, even if it hastens the patient's death, further clarifies ANA's stance with regard to such issues as end of life cancer care and other situations which have resulted in a public outcry for better relief of suffering.

Also passed was a resolution urging the Congress to make a commitment to eradicating AIDS by allocating funds globally, especially targeting sub-Saharan Africa and other developing countries most affected. Reports from



Washington State delegation at
ANA House of Delegates



Washington ANA and UAN delegates take a moment to relax and
enjoy a bar-b-que dinner sponsored by AFL-CIO

❖ ANA House of Delegates

the Johannesburg Star state 22% of South African student nurses are infected with the virus, and it is expected to rise to 40 percent by 2010. Additionally, 20 percent of South Africa's registered nurses are HIV positive, thus decimating their workforce.

The ongoing concern of civil rights for ANA members and nurses everywhere surfaced again in the form of a resolution calling for the ANA to change its policy prohibiting advertising in The American Nurse (TAN) by US military services. The ANA House first passed a resolution in 1991 strongly opposing discrimination against gays and lesbians in the military, which has been reaffirmed three times since. Following a lengthy and often passionate debate, the House ultimately passed a more conservative position which will now allow the military services to advertise in TAN despite well documented continuation and escalation of discriminatory policies against gays and lesbians in the military.

All the delegates were aware of the tension in the air as the "labor states" (including WSNA) and the "Workplace Advocacy States" (WPA-states that do not do collective bargaining) continued work behind the scenes to come to an agreement regarding the bylaw amendment which would require membership in the UAN if collective bargaining services are provided by the state association. There were many hastily called meetings of the Labor Coalition and the WPA coalition as discussions continued until a mutually agreeable solution was agreed upon by all the states and brought to the floor for a vote.

The bylaw change was ratified by a huge majority (92.8%) and provided the final ingredient ensuring the granting of the AFL-CIO charter to the UAN. The passage of the bylaw amendment was a strong affirmation and was a great demonstration of the

commitment of all the states to stand strong together within ANA as a multipurpose organization for all Registered Nurses.

All of the delegates reported how exciting it was to be a part of the dialogue and decision making that takes place at the ANA House of Delegates, while acknowledging in the next breath, that our delegation reflects the average age of the American nurse (maybe a little beyond) and that days starting at 6 am and going to midnight are getting a little harder! But, being a part of leading the way for Nursing and nurses is a unique and heady experience. Delegates are already looking forward to next year!

For more information on ANA House actions go to ANA's website www.nursingworld.org and read the July/August issue of The American Nurse (TAN).



Washington Nurses lobby Senator Maria Cantwell (D-WA)



WSNA Past-President and ANA Board Member Jan Bussert (left) hard at work during ANA House of Delegates meeting in Washington, DC



Sally Baque and Joan Garner serving on UAN and ANA Credentials Committee

United American Nurses VOTE to Affiliate with AFL-CIO

On June 28th, 2001, delegates to the United American Nurses (UAN) National Labor Assembly, the labor arm of ANA, voted to affiliate with the AFL-CIO. The vote caps a lengthy two and a half year process that resulted in the historic partnership and issuance of an AFL-CIO charter to the UAN. The affiliation allows ANA's nurses represented for collective bargaining to join forces with the 13 million members of the AFL-CIO for better patient care, respect and working conditions for nurses. While the affiliation opens the way for new alliances, the UAN remains an integral part of ANA and continues to support the multipurpose functions of ANA and the State Nurses Associations.

The UAN represents more than 100,000 registered nurses through 25 state and territorial collective bargaining programs within ANA, including Washington State. The ANA is the largest and oldest professional association of registered nurses in the country and through its state nurses associations, has represented registered nurses for collective bargaining for more than 55 years. Although it has worked collaboratively and successfully with the AFL-CIO and many of its union affiliates on many issues and campaigns in the past, it has never had a formal labor affiliation until now. The UAN will be the 24th largest affiliate of the 65 unions in the AFL-CIO federation.

With the addition of the UAN, the independent unions making up the AFL-CIO will represent 1.2 million health care workers. The AFL-CIO also represents the largest organized group of health care consumers, health care purchasers and front line health care workers in the US. The unions of the AFL-CIO provide health care insurance for more than 40 million workers and family members – accounting for one in every four Americans with employment-based insurance coverage.

“This new partnership with the AFL-CIO and its member unions can have a tremendous impact on health care in this country,” said UAN President Cheryl Johnson, RN. “With their vote to accept the AFL-CIO charter, UAN delegates sent a message – loud and clear – that we are ready to roll up our sleeves and get down to the business of solving – together – the patient care crisis in this country.”

“This is an historic day for ANA and the UAN,” said American Nurses Association President Mary Foley, MS, RN. “We are pleased and proud that the union nurses of the UAN have affiliated with the AFL-CIO. It's a step that is good for nurses, patients, and quality care. We look forward to joining forces with the AFL-CIO in the fight for better patient care and safe working conditions for nurses.”

WSNA has been part of the State Nurses Associations Labor Coalition (SNALC) since its inception over four years ago. Washington, with one of the largest and oldest (since 1946) labor programs for RNs in the country, has played an important and active role in the SNALC and in the creation of the UAN. The WSNA president, E&GW Cabinet chair, Executive Director and Director of Labor Relations have attended every meeting of the SNALC and reported back to the WSNA Board of Directors and the E&GW Cabinet throughout these four years. There has been careful and thoughtful examination of all the issues



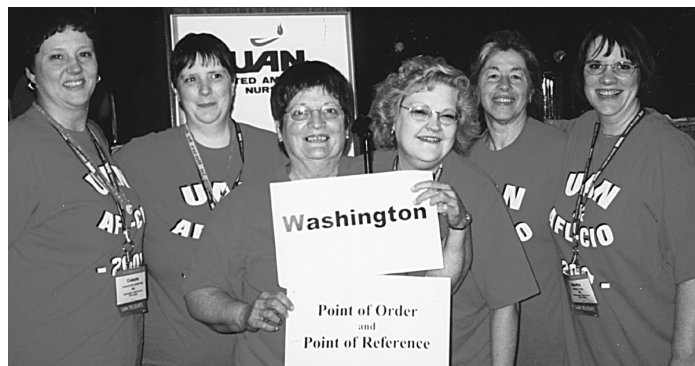
Kim Armstrong, WSNA Cabinet Chair, introduces motion to affiliate with AFL-CIO

surrounding the AFL-CIO affiliation and the potential impact of any decision on WSNA and its members.

Two years ago the WSNA Cabinet recommended that WSNA become a member of the UAN and support the affiliation of the UAN with the AFL-CIO. The WSNA Board of Directors joined the Cabinet in supporting this decision.

The WSNA Board and E&GW Cabinet's commitment to work closely and collaboratively throughout this process reflects the strong belief of WSNA members that our diversity is our greatest strength—and that WSNA, as a multipurpose organization, best represents ALL nurses in Washington.

Washington State delegates to the UAN National Labor Assembly included newly elected Cabinet Chair Kim Armstrong, Marty Avey, Jeanne Avey, Sally Herman, Pat Lombard, Pam Rimel and WSNA staff Barbara Frye and Judy Huntington.



WSNA delegates to UAN: (l-r) Kim Armstrong, Jeanne Avery, Pat Lombard, Pam Rimel, Sally Herman and Marty Avery

Nursing News Briefs

Education Session for ARNPs Now Available as Independent Study:

On June 13, 2001, the Washington State Nursing Care Quality Assurance Commission, the Medical Care Quality Assurance Commission, and the Board of Osteopathic Physicians and Surgeons adopted rules to allow advanced registered nurse practitioners (ARNPs) to prescribe Schedule II-IV controlled substances under a joint practice arrangement with physicians. The rules became final in early August and will be implemented following approval by the Federal Drug Enforcement Administration this fall. The adoption of the rules is testimony to the efforts of hundreds of ARNPs in Washington who worked tirelessly for the completion of prescriptive authority.

To assist ARNPs to prepare for the implementation of the new rules, the University of Washington Continuing Nursing Education Program held a conference in June titled "Are You Ready for Schedule II-IVs?: Privileges, Pitfalls and Responsibilities."

The conference addressed issues for nurse practitioners related to prescribing controlled substances. This included the history and current status of Oregon and Washington law, the joint practice requirement in Washington and how it will be implemented, DEA requirements and the process for applying for Schedule II-IV prescribing authority. In addition, the conference provided practical approaches to prescribing opioids, analgesics, and psychotropic medications, clinical advances in pain management, a discussion of the patient-centered chronic pain management guidelines, and legal and ethical issues in prescribing controlled substances.

This continuing education program is now available as an independent study by contacting the University of Washington Continuing Nursing Education at cne@u.washington.edu or call Sheila Keener at 206-543-1047. The program provides 8 pharmacology hours at the advanced practice level. The cost of the independent study is \$130.

Margaret Heitkemper Awarded RWJ Executive Fellowship

Margaret Heitkemper, PhD, RN, FAAN, Corbally Professor in Public Service and director of the Center for Women's Health Research in the School of Nursing, is one of 20 nurses nationwide selected as a *Robert Wood Johnson Executive Nurse Fellow*. This award includes a grant of \$30,000 to support a leadership project at the UW and will provide opportunities for leadership and educational opportunities at the national level.

Heitkemper has led the effort to bring information about migraine headaches, depression, sleep disorders, fibromyalgia and her research specialty, and irritable bowel syndrome to women throughout the Puget Sound region.

The Robert Wood Johnson Foundation, based in Princeton, N.J., is the nation's largest philanthropy devoted exclusively to health and health care. It concentrates its grant making in three goal areas: to assure that all Americans have access to basic health care at reasonable cost; to improve care and support for people with chronic health conditions; and to promote health and reduce the personal, social and economic harm caused by substance abuse – tobacco, alcohol and illicit drugs. Since 1972, the Robert Wood Johnson foundation has made more than \$3 billion in grants to nurse executives who are "poised to lead and shape the U.S. health care system of the future."

Margaret Dimond Named Aljoya Professor in Aging

Margaret Dimond, PhD, RN, FAAN, has been named *Aljoya Endowed Professor in Aging* at the University of Washington School of Nursing. The professorship was established in 1996 by local residents Eli and Rebecca Almo as a tribute to family members who perished in the Holocaust. Dimond, a professor in the School of Nursing since 1988, is a nurse sociologist with a special interest in chronic illness and aging. She is the author of *Chronic Illness Across the*

Life Span, winner of the AJN Book of the Year Award, and was the first nurse researcher to receive a major research grant from the National Institute on Aging.

Other awards for research or training have come from the Robert Wood Johnson Foundation, the National Institute on Nursing, and the Administration on Aging. She has published numerous articles on transitions in later life, including forced residential relocation, adapting to loss and grief, and end-of-life care. She has also written extensively on ways to improve quality of life through better access to health care, improved diagnoses for depression, and stronger social support systems.

Needlestick Injuries Are Preventable!

Are you aware that healthcare workers suffer annually between 600,000 and one million injuries from conventional needles and sharps and that at least 1000 of us are estimated to contract serious infections from those injuries?

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The University of Vermont has produced: "Prevent Needlestick Injuries Now! What Nurses Need to Know" a 30-minute ANA endorsed training video that offers a critical foundation for implementing a safe needle program within healthcare facilities.

Order one today and receive a FREE copy of the companion 20-minute video for hospital leaders entitled, "Preventing Needlestick Injuries NOW: What Healthcare Leaders Need to Know."

Please call Lora Phillips at 800-639-3188 or email healthcare@ced.uvm.edu with any questions.

Julia Weinberg Elected Secretary of the Staff Nurse Caucus

Julia Weinberg, District 16, *Mt Vernon*, was recently elected to a two-year term as Secretary of the National

Staff Nurse Caucus. The Caucus serves as a national forum to discuss issues of concern to all staff nurses and provides networking opportunities for staff nurses seeking leadership positions within ANA. The Caucus meets twice a year, most recently in Washington DC, in conjunction with the ANA House of Delegates meeting. The next meeting will be in Florida.

**Margaret Auld Bruya, DNSc, MN,
ARNP to be Inducted into AAN**

Margaret Auld Bruya, DNSc, MN, ARNP, Washington State University, is one of 68 new fellows to be inducted into American Academy of Nursing (AAN) at Academy's annual meeting and conference, October 27, 2001 in Washington DC. Dr. Bruya has been a long-standing member of WSNA, having first joined in 1960. Congratulations to Dr. Bruya on this prestigious honor and achievement.

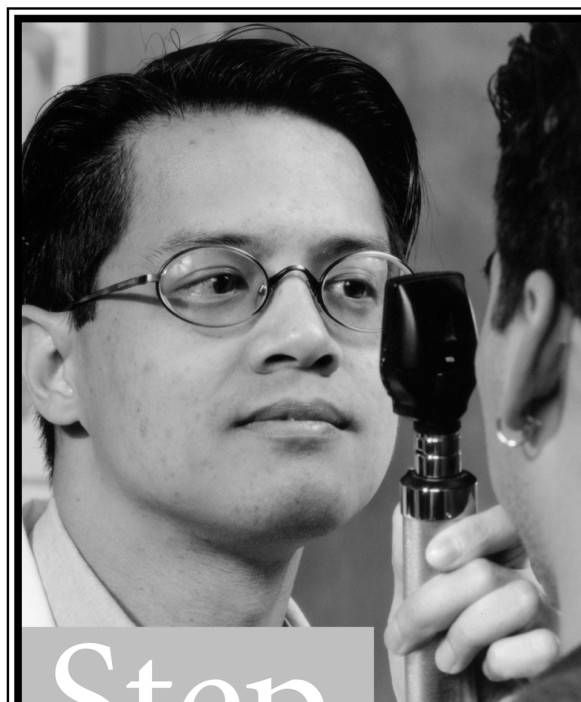
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Monte Bersante is an experienced attorney who represents nurses before the Nursing Care Quality Assurance Commission. Prior to becoming an attorney, Mr. Bersante worked in the Coronary Care Unit at King County's Level 1 trauma center and on the open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

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Making A Difference: How I Became a Political Activist

by Peggy Slider

I am a political activist! Even now, acknowledging this fact, I am somewhat amazed.

I consider myself one of the most unlikely people to be an activist that you can imagine. I never participated in school

politics in any way—not in high school and not in college. As an adult I would read the paper, more or less yell at my husband about things that made me angry and then dismiss the issue from my mind. My only claim to activism is that I have voted in all elections; primarily due to the strong personal belief that it is a responsibility that goes with living in this country and that if I wanted to continue to yell at my husband about issues I must earn the right. While I have always believed that one person can make a difference. I never once believed that I could or would be that person making a difference.

When I went to work for my local Health District I was pleased that it was a union shop. I voted in the association elections and occasionally attended a meeting. Mostly, I was totally unaware of the issues or who the people were that took care to protect those issues. In other words, I am a very normal person.

On October 16th, 1999 our local Health Officer called a meeting with all the nurses within our division—Community and Family Services. That meeting was a pivotal point in my journey to becoming an activist. We were stunned when told that our division funding was going to be cut by over \$700,000 the first of the upcoming year. The Health Officer stated that she had known about these financial difficulties since the first of the year, but had decided not to tell us previously. As a result, at least 10 of the 40 nurses employed at the health district would be cut and we were asked to be involved in the implementation of these changes. We were also advised that the financial and personnel cuts would increase if State Initiative, I-695, passed.

As nurses struggled to understand how this could happen, the Health Officer suggested that the nurses could seek their own funding to try to save jobs, but that we needed to accept the fact that the agency was moving toward a philosophical change that would dictate population-based services rather than the home-based services that PHNs have practiced for over 100 years.

*I never once
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Part of our dilemma was the ambiguity regarding the definition of “population-based.” From our perspective we already did population based practice. We work with individuals within a population, such as drug-involved, to create what is, hopefully, a positive change for that person/family. This, in turn, impacts the population. That was not the perspective of our administration. As her plan unfolded we recognized that it was the Health Officer's intention to move Public Health Nurses (PHN) out of the homes all together and replace the majority of the ‘high priced’ nurses with ‘lower priced’ health educators and paraprofessionals who would offer classes on pregnancy, the effects of drugs and alcohol, parenting issues, etc.

We were stunned and felt incredibly helpless. We love what we do and we could not fathom changing to a different type of nursing. Even more, we worried about our clients and the impact that these proposed changes would have on their community. The majority of the people with whom we work (even the most functional of them) would not be likely to attend any sort of class. What would happen to these community children?

When nurses questioned if this was a plan that the local Board of Health (BOH) had agreed to, the Health Officer admitted that the budgetary changes would need BOH approval. The next BOH meeting was the following morning.

It was a long and sleepless night for many of us as we burned the midnight oil. We contacted community partners in person, by phone and by e-mail, telling them of the Health Officer's plans. We wrote letters and e-mails to BOH members and public statements to be read the next day. We didn't truly believe that we could accomplish much doing this—after all, we were just nurses.

The next day the BOH meeting auditorium was filled to overflowing. Doctors, lawyers and community partners of all kinds were there to give testimony to our importance to the community and to the lives of those clients whom we served. Nurse after nurse went before the BOH and pled the case to fund nurses—the most vulnerable populations of our community needed these services. As nurses held their breath and each other's hands, the BOH voted to hold off on budget approval and look at the matter more closely. The collective sigh of relief was audible. Nurses hugged one another and thanked

community members and partners who had come forward to support us.

In our naivety we were euphoric. We believed that we had won. Within days we heard that the agency was moving to make all programs self-supporting. All tax dollars would go to administration and a 30% indirect cost would be assessed against each program. Some of us weren't even sure what this meant. We just knew it was bad. After all, no program working with the poor and indigent can be self-supporting.

*We didn't truly
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we were just
nurses.*

About this time the chairman of our local unit came to me and asked if I would cover for her while she was gone on vacation. I agreed. After all, it was just for 2–3 weeks. Within days after leaving she resigned. I was terrified! I was now in a position of being the appointed co-chair of a union embroiled in a fight for its life: the life of nurses and the life of a nursing specialty.

Meetings were held while nurses strategized and planned. Again we went to our community partners with our case. Again they responded with unprecedented support of our contributions. As phenomenal as this support was, what touched us even more were the clients who came forward to speak about the importance of the services we provided. These women, primarily poor and uneducated, came forward to publicly speak in front of an auditorium full of professionals and politicians and reporters. They spoke hesitantly yet

passionately.

Again the BOH placed budget approval on hold and rejected the proposed agenda item. We were smarter now, veterans of what we had come to call the Public Health Wars. We knew we had won a battle, but the war was far from over. Nurses gathered together for crash courses in budgets as we sought to understand where the money was going and where money could be budgeted for nurses.

Recognizing that this was becoming a political event, we tentatively sought out local politicians and the press. Would they agree to hear us? Would they listen to us? What did we have to say that would make them agree to speak to us? We utilized the skills that we had honed while advocating for clients and began to advocate for ourselves. Amazingly, these people demonstrated an interest in what we had to say. When they asked questions we were able to answer them. We had a voice and we made ourselves heard.

In February 2000 another nurse and I decided that we would attend the WSNA-PAC Nurse Legislative Day. We put together a small packet of information regarding Public Health Nurses and the proven results of their practice. Looking at the packet and reading through it, I found myself wondering what we were doing. These were state Senators and Representatives—people of power. The information was good, but we were small and insignificant.

I completed work at a small rural hospital where I worked every other weekend. Leaving from there and driving over snow covered mountain passes we discussed the merits of chocolate. We laughed. We strategized. We tried not to panic. Neither of us slept much the previous night.

The next day we arrived at the WSNA-PAC meeting and listened closely to the speakers. Attorney General, Christine Gregoire, was speaking about the tobacco money and our ears perked up. My teammate stepped forward and questioned Ms. Gregoire regarding the use of tobacco money to fund public health nurses.

She spoke eloquently and concisely. She spoke from the heart and the Attorney General listened and answered.

We listened to a speaker talk to us about grass root politics and we identified ourselves. We began to feel hopeful. We began to feel that we could do this.

Throughout the day we spoke to WSNA leaders and state politicians and aides. We had a message and we knew it was an important one. We pled, we discussed and we challenged. We left feeling that we had been heard.

Upon return to Spokane we immediately spoke before the Labor Council. We felt strong and empowered. We had a message and it was one that the community needed to hear. And they listened.

*We utilized the
skills honed
advocating for clients
and began
advocating
for ourselves*

As elections approached PHNs met with local politicians to discuss the plight of the poor in our community and the impact of the proposed changes. We talked with other Public Health Nurses across the state to encourage a statewide movement to protect our practice. We contacted local and state politicians to keep them apprised of issues surrounding our cause. We attended legislative functions and spoke before colleagues, politicians, the press and the community. We worked for campaigns.

Through this process we grew. We identified, developed and maximized our individual and collective strengths. We learned to access the press, talk to

politicians, increase our knowledge of the legislative process and develop a better understanding of budgets. We sought out and wrote grants, helped sponsor conferences, learned to advocate for ourselves and honed our public speaking skills.

We are now able to identify and articulate the intrinsic value of what we do. We have an increased pride in our practice and ourselves.

We have been forced to look at our practice and clarify what it is, what it should be and define our functions and our goals. We are now better able to identify its value and to articulate the impact that we have.

Through our Nurse Practice Committee we have the opportunity to be a voice in establishing the standards of our practice and to identify how our home-based practice fits into the Public Health Improvement Plan and a population-based philosophy. We are also re-evaluating how we provide services and seeking out ways to provide the same quality of service more efficiently.

We have been scared and we have been angry. We have celebrated and we have cried. The trip to political activist was one of many small steps—built on both success and failure. Each step a learning experience. We began this

journey believing that we were small and insignificant but that our message was important. It has been a trip of tears. But through it all we became stronger and more convinced of our ability to create change. We have come to recognize that our political representatives, for the most part, want to hear what we have to say. Regardless, that they have a responsibility to listen to us and consider what we say.

The journey to political activism was neither a planned nor an easy trip. It occurred through a series of events and a belief in the rightness of our cause. It is also an endless trip.

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of our practice ...
are stronger
and more convinced
of our ability
to create change.
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Washington Nurses Active at International Council of Nurses Meeting

June 10th, 2001 was the beginning of the 22nd Quadrennial Congress of the International Council of Nurses (ICN), which was attended by 4,500 nurses representing 105 countries around the globe. The meeting and continuing education classes were held in Copenhagen, Denmark and sponsored by the Danish Nurses Organization.

There were many registered nurses from the United States who were in attendance. The Washington State Nurses Association (WSNA) was well represented at the ICN by several members who presented a symposium and poster session.

Janet Primomo, a member of the WSNA Professional Nursing and Health Care Council (PN&HCC) presented a poster on Wednesday June 13th, 2001. The poster was entitled, *Community Partnerships to Improve Health*.

A symposium titled, *Managing Resources in a Changing Health Care Environment* was presented on June

11th. The symposium focused on the nurse delegation law and rules that were passed in 1996 (House Bill 1908). Three of the four speakers were WSNA members and included, Shannon Fitzgerald (ARNP member of the Nursing Commission and in practice in Gig Harbor) who presented the view point of the Nursing Commission during the rule writing process of HB 1908. Pam Pasquale, a nurse delegator who uses these rules on a daily basis presented a day in the life of a nurse delegator. Joan Garner, a WSNA staff member, presented the role of the professional organization during the legislative process and also during the rule writing workshops. Kay Kramer, a registered nurse at the Department of Social and Health Services (DSHS) which manages the Nurse Delegation Program, presented

the role of DSHS during the legislative and rule writing processes.

Attending the ICN meeting and continuing education is a thrilling experience. It is interesting to note that nurses identify with many of the same issues all over the world. Some of the issues discussed were:

- Nursing Shortage—experienced in all countries except Spain and the Philippines;
- Continuing Competence—what is it and how it is measured;
- Workplace Safety;
- Respect for the work that nurses perform and add to the health care system and to communities.

The 23rd Quadrennial Congress will be held in Taiwan in 2005 and will be sponsored by the Taiwan Nurses Association.



Washington Nurses: Pam Pasquallo, Joan Garner, Kay Kramer and Shannon Fitzgerald at ICN

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Joint Rally Held Demanding Quality Care, Safe Hours and Staffing

Sunday May 6th, 2001 – On National Nurses Day more than 500 nurses from all across Washington state converged on Westlake Plaza in Seattle to call attention to the growing nursing shortage and to demand quality care, safer hours and safe staffing. The rally marked the first time that the state's three largest nursing unions: Washington State Nurses Association (WSNA), Service Employees International Union (SEIU) 1199 NW, and United Food and Commercial Workers (UFCW) Local 141 had joined forces to speak out together on these issues.

The jointly sponsored rally garnered extensive media coverage and highlighted RNs' critical concerns about quality

patient care, the nursing shortage, workplace safety and forced overtime. Music by the *Rebel Voices*, balloons and banners created a festive air to the enthusiastic gathering.

Calling it a *public health crisis*, speaker after speaker cited chilling examples of patients and nurses at risk in today's hospitals because there aren't enough registered nurses on staff and on duty to provide quality patient care.

While registered nurses make up the majority of health care professionals in the U.S. with over 2.2 million nationwide and over 50,000 here in Washington State, we are faced with an ever worsening nursing shortage and an aging workforce. More than 500,000 RNs licensed in the US are not currently working in health care—and more are leaving every day.

The primary reason for the current staffing crisis is deteriorating working conditions, speaker Jan Bussert,

immediate-past President of WSNA pointed out. "Unless we fix the deplorable working conditions, we will not be able to attract and retain qualified nurses. Nurses are simply exhausted, discouraged, and saddened by the fact that they cannot always provide for their patients! Forced overtime routinely requires nurses to work 16 hours or more a day. The practice of forced overtime puts both patients and nurses at serious risk," she said.

Newly elected Chair of the WSNA Cabinet on Economic and General Welfare, Kim Armstrong cited personal examples of the effects of mandatory overtime on her and her co-workers.

Other speakers highlighted studies that repeatedly confirm better health care outcomes correlate directly with appropriate staffing levels and higher ratios of Registered Nurses in the staffing mix. Specifically, when there are more nurses, there are lower patient mortality rates, shorter lengths of stay,



Judy Huntington, Congressman Jim McDermott and Jan Bussert at Nurse's Rally



Washington Nurses at rally for Quality Care, Safe Hours and Staffing
Seattle, WA, Sunday May 6th

lower overall costs, and fewer complications.

Congressman Jim McDermott, speaking from his own recent health care experience and his many years championing nursing and health care issues, emphasized the myriad of contributions made by nurses and the nursing profession as well as what Congress is doing to ensure quality patient care and a safe workplace for nurses. “The looming nursing shortage presents a public health crisis in America. We must take action now to offer our nurses the safe and supportive working conditions they deserve. When we need it, we all expect excellent nursing care—for as long as we need it. There will not be enough nurses to take care of us unless working conditions improve. Nursing is a tough and demanding profession, the fine people who choose it should be rewarded with incentives to continue their careers,” said Congressman McDermott.



Nurses and supporters rally for quality care, safe staffing and hours

DIRECTOR OF NURSING

About Us

- * An exclusive, non-profit Retirement Community in DT Seattle
- * Small, high quality Skilled Nursing Center plus Assisted Living and Independent Living
- * A Christian organization in operation for 40+ years
- * Great compensation & benefits

About You

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- * DNS or ADNS experience?
- * Need meaningful career change?

Please contact Michael in our off-site HR department

EXETER HOUSE

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email: hrmikes@aol.com

You can have a life and go to school at the same time!

The Nursing Program at the University of Washington, Tacoma provides two degree opportunities for registered nurses:

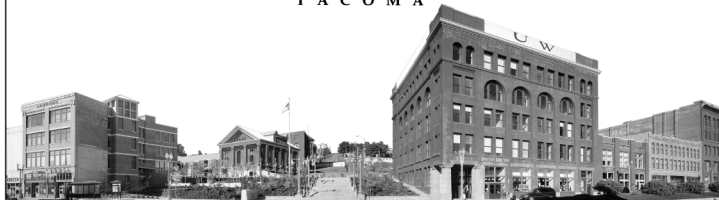
- Bachelor of Science in Nursing (RN to BSN)
- Master of Nursing (MN) with two areas of emphasis to choose from:

Communities, Populations and Health
Health Care Leadership and Management

MN students may also select a blended option with courses from both emphases and take coursework that prepares them for nurse educator roles.



UNIVERSITY OF WASHINGTON
TACOMA



For more information, call us at (253) 692-4470
or visit us online at www.tacoma.washington.edu/nursing

Grants Available from Washington State Nurses Foundation

Do you have an idea for improving health in your community? Do you have an idea for publicizing nursing or recruiting and retraining nurses? WSNF may be a source of support for you and your project.

WSNF, through **The May S. Loomis Fund**, provides grants up to \$1000 for projects by WSNA members. The funds may be used for the advancement of educational and professional excellence within the nursing profession and for improvement of the health of a community through a better understanding of health issues and nursing's role in the health of families and communities

Grants are reviewed on a rolling basis throughout the year. Applicants need to describe the proposal, background, and specific reason for funding. The letter of request must include:

- Statement of purpose
- Specific goals;
- Nursing and community benefits
- Timelines

- Itemized budget
- Applicant's background

If you have questions, regarding **The May S. Loomis Fund** application, contact the WSNA office.

If you wish to donate to one of the scholarship funds, a grant or service fund, or provide a memorial gift, contact the WSNA office for information.



WSNF display at WSNA Convention/Summit

Applications for Nursing Student Scholarships Available from WSNF *Scholarship Deadline—March 15th, 2002*

Washington State Nurses Foundation (WSNF) will award up to four (4) annual \$1,000 scholarships to qualified students preparing for a career as registered nurses in Washington State. Applicants must be currently enrolled in any program within the State of Washington leading to a nursing degree, generic, RNB or higher degree, and must have completed at least 12–15 nursing credits with a minimum of 3.0 GPA.

Application Deadline & Scholarship Award

Application deadline is **MARCH 15th, 2002.**

Scholarship Award Announcements will be made by **MAY 15th, 2002.**

Eligibility

The applicant must be currently enrolled in any program within the State of Washington leading to a nursing degree, generic, RNB or higher degree, and must have completed at least 12–15 nursing credits.

Scholarships will be awarded on the basis of academic performance, nursing leadership, school and community involvement, professional activities, and commitment to the Washington State Nursing Association (WSNA).

Nurse Scholarship Applicant Criteria

In preparing your application, you will be asked to respond to the following criteria to demonstrate to the scholarship selection committee a complete picture of your abilities in, and commitment to nursing.

1. **Nursing Leadership** – Describe your participation in school and volunteer activities, including offices and positions of leadership held in the past and in the present.
2. **Honors and Awards** – List honors and awards you have received, stating the nature of the honor/award and date. Explain the relevance of the honor/award to nursing.
3. **Background and Experience** – Describe special or unusual life experiences or activities that have made an impact on your nursing career, or that assisted you to decide on nursing as a profession.
4. **Goals for Nursing** – Briefly describe your long and short term goals for your nursing career. Include academic as well as service plans.
5. **Role of WSNA/ANA** – Describe what you anticipate your role in the professional organization (Washington State Nurses Association/American Nurses Association) will be, and why it is important to you. If you are already an RN, explain your involvement in the professional organization and reasons for participation.
6. **Work Experience** – Describe your past work experience (both paid and volunteer), and explain why this may or may not impact your career in nursing.

Notification

Applicants who submit an application to the WSNF will be notified of receipt in writing. It is the responsibility of the applicant to make certain a complete application is submitted by March 15, 2002. Incomplete applications will not be considered.

Applicant Package

To be considered for a scholarship award, applicants must:

- have a minimum 3.0 GPA on a 4.0 grade scale in all nursing courses.

submit an application package, including:

- copy(s) of official transcript(s).
- two (2) completed **Applicant Recommendation Forms** from two (2) current nursing instructors.
(Each Applicant Recommendation will speak to the student's ability to meet the scholarship criteria. A WSNF District Scholarship Application is attached to each Applicant Recommendation form.)

Applications may be obtained by calling Barbara Bergeron at WSNA (206) 575-7979, extension 3024, email: bbergeron@wsna.org
Application forms will also be available for download AFTER September 1st, 2001 from wsna.org

ARNP Prescriptive Authority Rules Approved at Joint Meeting

Completion of prescriptive authority achieved another milestone for Advanced Registered Nurse Practitioners (ARNPs) with the passage of the CR 102, the draft rules to implement Senate Bill 5805, passed by the Washington State legislature last year. The law directed the Nursing Commission (NCQAC) to jointly adopt rules with the Medical Quality Assurance Commission (MQAC) and the Board of Osteopathic Physicians and Surgeons.

On June 13th, 2001, the three regulatory bodies adopted rules to allow advanced registered nurse practitioners (ARNPs) to prescribe Schedule II-IV controlled substance under a joint practice arrangement with physicians. The rules will become final in early August and will be implemented when the federal Drug Enforcement Administration grants approval this fall.

The adoption of the rules is testimony to the efforts of hundreds of

ARNPs in Washington who worked tirelessly for the completion of prescriptive authority. WSNA facilitated a prescriptive authority coalition of advanced practice organizations to coordinate development of support and strategy to achieve completion of the rules. The coalition included WSNA, ARNP-United, Association of Advanced Practice Psychiatric Nurses, and the Washington Association of Nurse Anesthetists.

WSNA President, Louise Kaplan; ARNP-United President, Jerri Henry and Jan Morgan-Davis, President of the Association of Advanced Practice Psychiatric Nurses were in attendance for the historic meeting.

President Kaplan, speaking in favor of the adoption of the proposed rules on behalf of the coalition, said, "We believe that the proposed rules, WAC 246-840-421 through 427, are clearly written, provide a process with which it will be easy to comply, and allow for the varying needs of nurse practitioners

in a wide range of practice situations. The adoption and implementation of the rules will allow nurse practitioners to provide comprehensive care to all their patients. Further, this will improve cost-effective access to care for citizens, especially in rural areas."

"We recognize that this rule making process requiring consensus by three autonomous commissions and a board presented challenges. We believe, however, that the work of the commissions and board has been thoughtful, respectful and collegial. The end result of this process should be a set of rules that embody the intent of the legislation that nurse practitioners and physicians collaborate, which in fact is the way most of us practice. We hope that the rules will serve as testimony to the fact that nurse practitioners and physicians are colleagues in caring and that we all share the ultimate goal of promoting and assuring the health of Washington's citizens."

ARNP Prescribing Survey

The 2000 Washington State Legislature passed a law that completes prescriptive authority for advanced registered nurse practitioners (ARNPs). Adoption of rules to implement this law allows ARNPs to prescribe Schedule II-IV controlled substances. The intent of the legislation is to improve access to care for consumers of health care and to eliminate barriers to practice for ARNPs.

Louise Kaplan, Ph.D., ARNP, President of WSNA, and Marie Annette Brown, Ph.D., ARNP, FAAN, Professor in the School of Nursing at the University of Washington, are preparing a study to evaluate the effect of the new law. There will be a survey mailed to ARNPs prior to the effective date for the implementation of the new prescriptive authority rules. This survey will be followed by a similar survey one year after ARNPs begin prescribing Schedule II-IV drugs. The purpose of these surveys is to document existing barriers to practice and then assess if the new law eliminates these barriers. The data will be used to shape future health policy related to advanced practice nurses.

Participation is completely voluntary and all data will be kept confidential. All data will be reported in-group form so there will be no means of identifying individual respondents. The researchers encourage all ARNPs in Washington to participate in this survey. A high response rate will allow us to assert that the information clearly represents whether or not barriers to practice exist.

The first phase of this study is supported by a generous grant from the Washington State Nurses Foundation (WSNF). The researchers extend their thanks to the WSNF and to WSNA for in-kind staff support.

Web Sites

How to Work With the Media

Now that Nurses Week 2001 is past, you may be thinking about the increased media coverage that occurred. It was all carefully planned by ANA and its SNAs, including WSNA's Media Relations Specialist, Anne Tan Piazza. Did you see the newspaper coverage generated by WSNA, KCNA, and by the Tacoma News Tribune? You, too, can gain publicity for your issues or about your unique roles by using the Web to become media savvy. Here are several valuable sites to increase your skills and confidence in dealing with the press.

There are several very helpful sites to help you become comfortable with the media, including those devoted to specific aspects, such as writing effective press releases. I even found the ***Dan Rather Rule*** which says there are only three legitimate responses to a reporter's question:

1. "Yes, I know the answer, and here it is."
2. "No, I don't know the answer, but I'll try to find out."
3. "Yes, I do know the answer, but I can't tell you."

Always an excellent place to start—ANA's site has three pages on tips on working with the media:

<http://www.nursingworld.org/pressrel/nnw/nnwmedia.htm>

<http://www.nursingworld.org/tan/98novdec/meditips.htm>

<http://www.nursingworld.org/rnrealnews/toolkit/mediatip.htm>

There, you will find links to ANA's RN=RealNews pages which contain an explanation of this program to encourage more media to use more nurses as experts, documents on key issues, and access to expert media speakers.

ANA's site also includes a ***Nurses' Toolkit*** equipped with links to Talking Points: Nurse Staffing and Safety and Quality of Patient Care in Hospitals and one to a guide to writing letters to the editor including sample letters and helpful hints. <http://www.nursingworld.org/rnrealnews/toolkit/toolkit.htm>

A Publicity Primer by Kirk Hallahan, for his course at Colorado State, is packed with tips on generating publicity, including thirty-two ideas to generate news for your organization.

<http://lamar.colostate.edu/~hallahan/hpubty.htm>

For information on how to work with the press, including several ways to distribute press releases:

http://www.consumernet.org/library/pr_writing.shtml

Esther Schindler, along with members of the Internet Press Guild, has recently updated her lengthy site and filled it with do's and don'ts on the care and feeding of the press. Simply substitute the terms "product announcement" with "nursing issues." <http://www.netpress.org/careandfeeding.html>

Finally, go to the next two sites to find excellent links to help with writing effective press releases:

1. Dr. Randall Hansen's Guide to Writing Successful Press Releases:

<http://www.stetson.edu/~rhansen/prguide.html>

2. The 10 Elements of an Effective Press Release: <http://www.netpreneur.org/news/prmachine/pr/default.html>

I also encourage you to conduct a literature search for recent citations on media how-to's in nursing journals, such as How Can We Make Nursing More Visible in the Media? in the Sept-Oct, 1999 issue of **Rehabilitation Nursing**. Type in "media relations and nursing" to produce a list of 84 articles.

<http://www.ncbe.nlm.nih.gov/PubMed/>

Next Issue: The Impaired Professional

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

New Members

April to July, 2001

DISTRICT #1

Whatcom—Mt. Baker

Lucy Autumn
Mary Butler
Karen Harrington
Ranjit Kahlon
Adele Lloyd
Kerri Searle
Julie Smolkin
April Torrey
Mei Qing Wang
Neva Wiederspohn

DISTRICT #2

King County

Clarita Alvarez
Deborah Anzalone
Karen Aziz
Mary Baroni
Karen Bates
Kimberly Berry
Douglas Brant
Brenda Browne
Aimee Cabrera
Jamie Callahan
Charisse Campos
Rachel Campos
Sui Chao
Dolores Chaparro
Jennifer Cho
Diana Christopherson
Sandra Cinkovich-Wilson
Karen Clanton
Joanne Cornwall
Annette Coy
Alicia Curran
Kathryn Dahl
Karen Dahlbeck
Korrina Dalke
Robert Domos
Donna Duffy
Anna Elarth
Christine Farley
Edith Ferrel
Margarita Freund
Donna Garbutt
Rhonda Garrison
Jennifer Geddes
Karen Glucksberg
Alicia Gongora
Tina Gu
Dorene Hersh
Lisa Holden
Eileen Hurlbert
Troy Hutson
Wakara Jackson

Kenn Jones
Claudia Kienholz
Teresa Lana
Berna Llorico
Colleen Loken
Joel Mallari
Sandra Marques Dasilva
Carol McHugh
Kathleen Mcleod
Curt Meacham
Darla Mosse
Gail Mulry
Lesley Nash
Browyn Parry
Sandra Randels
Ralphene Richardson
Michael Salzwedel
Carolyn Short
Jennifer Smith
Candace Spears
Teri-Ann Squires
Maria Subol
Mary Taggart
Tonya Trivett
Donna Wallace
Michaelle Wetteland
Sarah Whitney
Adrienne Wieland
Dawn Williams
Eileen Woods
Tatyana Yasinskaya
Dustin Yeary

DISTRICT #3

Pierce County

Bonnie Anderson
Jody Anderson
Maureen Arnold
Deborah Asrara
Tracy Azwar
Bahereh Badii
Brandy Banks
Megan Bauer
Anna Bell
Marissa Bendebel
Karen Breese
Erica Brient
Mary Brown
Brandy Buckingham
Arceli Caldejon
Jana Campbell
Diane L. Conner
Leeann Davidson
Erica Dawson
Robert Deloye
Debra Dibble

Irene Dobromil
Sara Drebis
Laurie Dunn
Terri Eddy
Jennifer Ellsworth
Marilou Fischer
Mary Folden
Debbie Frohmader
Linda Fryer
Barbara Gabriel
Matt Hammond
Richard Hawkes
Kristina Heersche
Duksoon Hwang
Jennifer Keyes
Mary King
wndy Kruse
Lynda leavers
Shirley Lindeboom
Amy Luna
Sandra Luther
Amy Lynes
Stephanie Manukia
Rosalie Marois
Becky Masella
Sarah McCrory
Moonyeen Molina
Rose Munoz
Terry Olsen
Frank Pederson
Cathy Peterson
Carolee Pettett
Dawnette Piggott
Olga Poisson
Carla Prudden
Tanya Pudil
Benilda Pulido
Tiffany Recinos
Cheryl Rivera
Stephanie Roberts
Lyly Schaefer
Lori Schmick
Robert Schmidt
Heather Seals
Polli Shockley
Lori Soos
Joan Stanyard-Kelso
Marilyn Sterling
Evelyn Street
John Stucky
Ronald Swartz
James Van Sickle
Dana Vanstaalouine
Jody Walker
Karen Wilson
Heather Zagar

New Members

April to July, 2001

DISTRICT #4

Inland Empire

Ronda Angel
Jodi Lynn Berstler
Stacey Blomgren
Tara Boni
Deanette Brandt
Judith Buchholz
Mia Davidson
Miana Denison
Kathy Downey
Charity Elmendorf
Canace Fifield
Kathryn Fisher
Anne Fleming
Elizabeth K. Genest
Tamora Gilbert
Claudia Glenn
Heidi Green
Roseanna Hester
Eldon Hodges
Hiroko Holbrook
Jill Holmes
Elizabeth Kawakami
Patricia Keinath
Kirsten Kelly
Robin Kenison
Norma Kingma
Nancy Krell
Caroline Law
Jason Longshore
Karen Lowry
Danielle McClain
Amber Morgan
Liz Odel
Teresa Poole
Carolyn Prouty
Debbie Ridgley
Dale Rigg
Robert Van Horn
Joyce White
Michael Whitley

DISTRICT #6

Yakima

Bonnie Andreas
Michael Gonzalez
Amy Graham
Lori Loban
Olaf Root

DISTRICT #7

Chelan/Douglas/Grant

Zarima Almazan
Joyce Collins
Jane Leet

Blythe Marney
Sharon Nance
Lisa Schmidt
Brenda Stull
Paige Vail
Holly Williams

DISTRICT #8

Grays Harbor

Michael Kelly
Cynthia Savoie
Rebecca Stiles

DISTRICT #9

Snohomish County

Snow Berger
Ginger Coble
Susan Gullick
Tashmin Khan
Kyoung Kim
Amber Peterson
Mary Proudfoot
Patricia Shields
Julia Sullivan
Barbara Voges

DISTRICT #10

Lower Columbia
Sandra Bockman
Elizabeth Christopher
Charles Coleman
Rosemary Eden
Leisa Ennis
Lynda Mathers
Debbrah Varner

DISTRICT #11

Fort Vancouver

Cherry Bisquera
Susan Burkhart
Cory Crawford
Lisa Faulhaber
Randa Hunt
Mary Knapp
Sheila Kohlmeyer
Caroline Koller
Debra Lund
Eva McKay
Theresa Munafo
Jillayne Nightingale
Lynette Paulson
Amber Ricketts
Patricia Robison
Robert Rochette
Joann Scibek
Melody Smith

Sara Smith
Deborah Smith-Curtis
Jodie Smithline
Julie Strong

DISTRICT #14

Whitman

Steven Hardin

DISTRICT #15

Tri-Cities

Anita Alston
Miriam Ehr Gott
Martha Galvez
Tricia Hunter
Gayle Lockwood-Gibson
Heidi Martin
Lisa Martin
Lea Natera
Stacie Shanks
Marianne Sturtevant
Shaleen Waldher

DISTRICT #16

Skagit-Island-San Juan

Constance Brecht
Fely Clayton
Bridget Helmer
Charmaine Krieg
Linda Pressentin
Becky Stermer
Heidi Taber
Carol Tesson

DISTRICT #17

Kitsap County

Katherine Dickerson
Diane Jennings
Eugenie Palko
Karen Scheffler

DISTRICT #18

Kittitas County

Hilary Hotchkiss

DISTRICT #98

*Pacific, Asotin, Lewis, Oaknogan,
Ferry, Ocean Beach*

Brani Crape
Winston Fagan
Jean Jeschke
David Keepnews
Angela Madison
Torrie Taylor
James West
Sheila Wright

❖ District News

District #2, King County Nurses Association Update

King County Nurses Association honored its 2,100 members and the nurses of the future at its Spring Banquet/Annual Meeting May 10th, 2001, at the Yankee Grill in Seattle. The event, held in coordination with National Nurses' Week, celebrated KCNA's 98 years of service to the community. More than 70 guests attended including nursing students from area colleges and universities who received scholarships from KCNA. Ruth Hansten was the guest speaker whose topic was "Nurses are the True Spirit of Caring."

Nurse award winners included:

2001 KCNA Nurse of the Year—Carol Leppa, RN, PhD, Associate Professor, RN Baccalaureate Program of the University of Washington-Bothell.

The Nurse of the Year Award honors a nurse for outstanding achievements and contributions to nursing and the community. Carol volunteers with the KCNA Board of Directors (recently as President), Finance Committee, and Nominating Committee. One of her colleagues

praised her by writing: "In terms of leadership, Carol has been a very strong professional leader in both the faculty at the UW Bothell and within KCNA."

Another colleague wrote: "She is always calm and very professional. She is a fine teacher, popular with our RN-BSN students and faculty members."

2001 KCNA Excellence in Nursing Practice Award—Kay Skaftun, BSN, of Northwest Hospital.

The Excellence in Nursing Practice Award honors a nurse who demonstrates an exceptionally high standard of practice in a clinical setting. As a surgical nurse working with oncology patients, Kay has worked with many patients and families. Some of her colleagues said the following:

"Kay remains calm no matter what is happening and can guide others as needed in a crisis situation. She is very involved with patients and their families, always assisting them with each of their goals whether it be to adjust to dying or going home and getting well."

"Kay is one of the most dedicated nurses I know. She spends hours giving excellent care above and beyond basic nursing. Her rapport with patient, staff, and doctors is always friendly and concerned."

KCNA also honored Kay Skaftun's employer, Northwest Hospital, for creating an environment in which she is allowed to flourish. Celeste Harmon, RN, Unit Manager at Northwest Hospital, accepted the award.

KCNA awarded scholarships to five area-nursing students. Each of these nursing students will receive \$1,000 for the 2001-2001 school year.

General scholarships were awarded to **Danielle Hasslinger**, *Highline Community College*; **Juli Ward**, *University of Washington*; **Jessica Secombe**, *Seattle University*; and **Erin Steeves**, *Seattle University*.

The Valerie Weiss ARNP, MN, MA Memorial Scholarship Award was presented to **Melissa Lynn Hutchinson**, *University of Washington*.

King County Nurses Association members voted this spring, electing a new Board of Directors and Nominating Committee members. Results were announced at the Spring Banquet/Annual Meeting, May 10th.

Board of Directors:(elected)

President: Chris Henshaw

Second Vice President: Kate Fleury

Treasurer: Kris Barnes

Members at Large:

Antwinett Owens Lee

Jennifer Graves

Barbara Innes

Antoinette McKinnon

Ona Tomek

Nominating Committee: (elected)

Carol Leppa (*Chair*)

Lynn Von Schlieder

Priscilla Ziegler

KCNA would also like to thank outgoing Board members Lynn Von Schlieder and Carol Leppa for their hard work and dedication to serve nurse members.

Save the Dates for These Upcoming KCNA Events:

• **September 22nd, 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.



KCNA Excellence in Nursing Practice Award winner Kay Shaftun and KCNA Nurse of the Year Carol Leppa (right)

The event will be held at Shoreline Conference Center. Contact KCNA v Continuing Education at 206-545-0603 or kcnurses@kcnurses.org

Continuing Education:

• **October, 2000:** *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.

District #11, Fort Vancouver Nurses Association

The Fort Vancouver Nurses Association recently held its annual elections. The new officers and board are:

President:

Marva Petty

Vice President:

Robbie Bertram

Secretary/Treasurer:

Barbara Riehm

Board members:

Linda Armstrong

Mary Higgins

Vicki Wornath.

The local unit and the district sponsored their 3rd Annual Blood Drive July 4th at Fort Vancouver. This year the Red Cross came prepared for many donors, and the crowd did not disappoint them. Three Red Cross buses kept busy during the afternoon handling donors from all over the county. 152 donors contributed more than 129 usable units – many were first time donors. The local unit and district are already planning on how to increase that number for next year!

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To request additional information, call

1-800-423-USAF

or visit www.airforce.com.



Seattle University School of Nursing
announces an innovative new program
leading to a Master of Science in

**Leadership in Community Nursing with
Specialization in
Spirituality and Health**

Coursework for this program is offered through the School of Nursing and the School of Theology and Ministry and prepares nurses for roles that incorporate spirituality into their practice.

Please call the School of Nursing for more information about this exciting new opportunity, 206-296-5660. Visit our website at www.seattleu.edu/nurs



**Seattle
University**
FOUNDED 1891

Connecting the Mind to What Matters

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August through November, 2001

Note: Only courses that award ANCC and/or WSNA approved contact hours are listed in WSNA's Continuing Education Calendar. WSNA's files and its Web CE Calendar contain information for additional courses. Please contact WSNA's Practice & Education specialist at 206/575-7979, Ext. 3005, if you wish to inquire about a specific conference.

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.

AUGUST 2001:

Oncologic Emergencies—Part Two

August 8; Everett, WA
Contact Hours: 2.2;
Fees: None
Contact: Deborah Hodges & Associates, Consulting
206/524-3058
Inquire about future dates.

Leadership Initiative for Nursing Education

August 9-13; Freeport, Maine
Contact Hours: 39
Fees: \$750 (includes room & board)
Contact: Center for the Health Professions at the University of San Francisco
415/476-4113

SEPTEMBER 2001:

Dialectical Behavior Therapy for Borderline Personality Disorder

September 15-16; Columbia, SC
(Inquire about six additional dates throughout the US)
Contact Hours: 13.2
Fees: \$275
Contact: The Behavioral Technology Transfer Group, Inc.
206/675-8588, ext. 104

The Future of Credentialing: 3rd OMNI Credentialing Conference

Sept. 22-24; Washington, DC
Contact Hours: Pending
Fees: \$375
Contact: American Nurses Credentialing Center
800/924-4194

WSNA Leadership Development Conference

Sept. 30-Oct. 2; Chelan, WA
Contact Hours *Pending*: 11.7
Fees: \$250 (Apply to Local Unit)
Contact: WSNA at 206/575-7979, Ext. 3003

OCTOBER 2001:

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

Dialectical Behavior Therapy (DBT) for Substance Abusers

October 11 - 12; Boston, MA
October 25-26; Seattle, WA
Contact Hours: 13.2
Fees: \$325
Contact: The Behavioral Technology Transfer Group, Inc.
206/675-8588, ext. 104

Advanced Topics in Dialectical Behavior Therapy

October 18-19; Holyoke, MA
Contact Hours: 15
Fees: \$325
Contact: The Behavioral Technology Transfer Group, Inc.
206/675-8588, ext. 104

NOVEMBER 2001:

Optimizing Clinical Benefits With Hepatitis C Therapy: Augmenting Adherence to Therapy

November 16; Seattle, WA
Contact Hours: 4
Fees: None
Contact: AdvancMed, LLC
800/396-9577
www.AdvancMed.org

**INDEPENDENT SELF
STUDY COURSES:**

Preceptorship

Available October
Contact Hours: 1.8
Fees: None
Contact: Sue Ford at Tacoma
Community College
253/752-7804

**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

Mark Your Calendars!!!

LEADERSHIP DEVELOPMENT CONFERENCE

SEPT. 30 — OCT. 2, 2001— LAKE CHELAN

(Information and Registration Form - Pages 37–38)

WSNA NURSE HALL OF FAME AWARD

APPLICATION DEADLINE—SEPTEMBER 30TH, 2001

(Information and Application - Pages 36–37)

20TH ANNUAL NURSE LEGISLATIVE DAY

JANUARY 28TH, 2002 — OLYMPIA

NURSE CONSULTANTS

Needed in Washington

Extra Income Opportunity

Nation's CareLink is a dynamic national company seeking nurses to conduct on-site geriatric assessments and follow-up care coordination in your area on a casual, on-call basis, as independent contractors.

Qualifications:

- RN with experience in geriatrics, home care, rehabilitation, or community resource coordination
- Excellent communication skills
- Fax access required

If this sounds like an opportunity you've been looking for, call toll free **877-NCL-LINK**, or mail or fax a cover letter and resume to

Nation's CareLink, Attn. Debra
5701 Shingle Creek Parkway
Minneapolis, MN 55430
Fax Number: 763-561-2383

**NATION'S
CareLink**

❖ Classified Ads

CEU Clinical Hypnotherapy

Workshop, August 25, 26, Hawthorne Suites, Seatac, WA

Two day intensive workshop covering basic hypnotherapy, Pain Control, Habit Modification, Phobias and more. For info: **1-800-642-9339** or email **bffhowell@ix.netcom.com**

Now Hiring: Family Planning Clinic is hiring one full time and one part time RN or LPN. Great Salary and Benefits. Hours are 8:00 am to 4:30 pm or 8:30 to 5:00 pm. This clinic is an abortion provider and some assisting with surgeries is required. Contact: Jackie Clark, Human Resources, Inc.
Phone: **(253) 815-1133**
Fax: **(253) 815-8678**
email: **jclark@hrcorp.net**
website: **www.humanresourcesinc.com**

Nurse Foot Care Training Program

(NFCTP) The Washington State Podiatric Medical Association is sponsoring a NTCTP, as requested by the WA DOH. For more information, contact Dr. Ted Carlson at **(425) 235-9394**, or visit our website at: **WSPMA.org**

Pacific NW 24th Annual Conference for Primary Care Practitioners

September 19–22, 2001
7.1–25.8 Contact Hours
Washington State Convention and Trade Center, Seattle, WA
Enhance your clinical competencies. Acquire new assessment and management skills. Examine critical issues at the state and national level and their impact on primary care practice. Foster a strong coalition of primary care providers. Learn about new products, services and pharmacotherapeutic agents at this highly-

acclaimed conference.

For information call: **(206) 543-1047**
email: **cne@u.washington.edu**
website: **www.son.washington.edu/cne** or **uwcne.org**

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
Phone: **(509) 358-7640**
email: **rundlett@wsu.edu**

HYPNOTHERAPY WORKSHOP

August 25th and 26th, 2001

Hawthorne Suites, LTD

19621 International Blvd., Seatac, WA 98188

(206) 624-1634

Contact Hours: 18 Attendance Number Limited

Fee: (non refundable \$95 reserves your spot)

Pre-registered: \$245 (2 or more)/\$295 (individual)

At Door Registration: \$345

This fast paced workshop will focus on the use of hypnosis to facilitate the skills you already use in your profession and to introduce new techniques. The basics of clinical hypnosis will be covered. You will hypnotize and if willing, be hypnotized, during this interactive training. You will learn how to use hypnotherapy for basic behavior modification, pain control, speed induction (for emergency use)—and more. You will learn to formulate effective suggestions and practice these powerful techniques.

Attendees will receive Atwood Institutes Clinical Hypnotherapy Handbook, Scripts and actual in class practice

The Atwood Institute is an Arizona state licensed institution that has been providing training for over ten years. This continuing education two day workshop was developed by Cherlyann and Steven Atwood, Ph.D.s, to promote the clinical use of hypnotherapy for nurses, teachers, counselors, paramedics, police officers, social workers, psychologists, massage practitioners and anyone in the helping and healing professions.

Please call **1-800-642-9339** for a brochure, information or to reserve or sign up for this fun and informative workshop. Or you may e-mail your request to **bffhowell@ix.netcom.com** **We accept all major credit cards.**

(The Arizona Nurses Association is accredited as an approver of continuing education by the American Nurses' Credentialing Center's Commission on Accreditation. Atwood Institute has been approved to offer this workshop for 18 contact hours. Approval ID # 155-01)



Congratulations You Qualify!

**As a member of a Verizon
Wireless affiliated association,**
you're eligible for service from the
world's largest and most experienced
wireless company at exclusive terms
unavailable to the public.



BONUS AIRTIME

As an association member we'll increase the airtime in your package by 15 percent on our local digital plans every month – or members can choose to take advantage on one of our promotion plans. See our brochure for a wide selection of eligible calling plans. Annual Service Agreement required (OAC).

FREE ACCESSORY

When you sign up with Verizon Wireless you can select either a free leather case, or a car lighter adapter for your phone.

PHONE UPGRADE PROGRAM

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

EASY SET UP

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

UNSURPASSED WIRELESS COVERAGE

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

SUPERIOR CUSTOMER SERVICE

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



Help your Association - Join in Today

**Offer Available Exclusively Through
Shelly Egbert (206) 799-9099
Shelly.Egbert@VerizonWireless.com**

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

Tobacco Cessation Program Materials Available

As many of you may know, tobacco use is the leading cause of preventable deaths among adults: more than 8,000 people will die from tobacco-related illness this year in Washington. Thousands more will contract a chronic, long-term disease.

Now Washington has a new resource, funded by the Washington Tobacco Settlement, to help tobacco-addicted patients kick the habit and quit for good. Free patient education materials are available to you to promote awareness and use of the Quit Line. These materials can help prompt quitting attempts by tobacco-addicted patients, and direct those who are ready

to quit. Through the Washington Tobacco Quit Line (1-877-270-STOP), trained cessation specialists provide one-on-one counseling and customized quitting plans - proven techniques to help individuals succeed in quitting tobacco use.

The materials available to promote the Washington Tobacco Quit Line include: posters for waiting areas,

statement inserts for patient mailings, brochures and wallet cards for in-office display and distribution. I encourage all of you to order these FREE materials, to have available as a resource to your patients, by emailing Carla Huyck, Department of Health, at carlahuyck@doh.wa.gov.

**Inform and Educate
Share with co-workers, friends and family
To Order Free Materials
Call: 1-877-270-STOP
or
email: carlahuyck@doh.wa.gov**

Washington State Nurses Association

Hall of Fame Award Application Instructions

The Washington State Nurses Association (WSNA) continually seeks ways to encourage all registered nurses to strive for excellence in nursing. The WSNA Hall of Fame is only one of many projects developed by WSNA to support WSNA members who demonstrate the highest standards of their profession.

Criteria: Each nominee must have demonstrated excellence in the areas of patient care, leadership, education, public service, nurse advocacy, heroism, patient advocacy, or clinical practice and for achievements that have affected the health and/or social history of Washington state through sustained, lifelong contributions. The nominees must have been or currently hold membership in WSNA. The nominee may be living or deceased.

TYPED APPLICATIONS MUST BE RECEIVED AT WSNA BY SEPTEMBER 30, 2001, to be considered for the 2002 Award. Nominees will be notified in November 2001. The award winner(s) will be recognized by the Association, family, friends and nursing colleagues at the Hall of Fame Awards event March 8, 2002. For assistance or additional applications, please contact Barbara Bergeron at WSNA, ext. 3024.

Please complete the application form, attach documentation to support the award criteria, include a photograph of the nominee, and return to: **WSNA, Attention: Hall of Fame, 575 Andover Park West, Suite 101, Seattle, WA 98188.**

Checklist for a Complete Application

- ☐ The **application form** is complete on both the front and back
- ☐ The documentation to support award **Criteria #1–4** and **Optional #5** are attached to the application in numerical order with a paper clip.
- ☐ A **nominee photograph** is included. Please do not write in ink on the back of the photograph or place a paper clip across the photo image, as both will cause damage to the photo.

Documentation to Support the Award Criteria

-  On a separate sheet of paper identified as **Criteria #1**: Summarize this nominee's WSNA membership background including membership dates, offices held and specific WSNA related accomplishments.
-  On a separate sheet of paper identified as **Criteria #2**: Describe how this nominee has demonstrated excellence in the areas of patient care, leadership, education, public service, nurse advocacy, heroism, patient advocacy, or clinical practice.
-  On a separate sheet of paper identified as **Criteria #3**: Describe how the achievements of this nominee will have ending value to nursing beyond the inductee's lifetime.
-  On a separate sheet of paper identified as **Criteria #4**: Describe how this nominee has demonstrated excellence that affected the health and/or social history of Washington state through sustained, lifelong contributions.
-  On a separate sheet of paper identified as **Optional Criteria #5**: Submit a history of the nominee's professional achievements/peer recognition.

WSNA Hall of Fame Award Application

NOMINEE:

Hall of Fame

Nominee: _____

First Name Preferred if Different Last Name Credentials

Address: _____

Street City Zip Code

Home Phone: _____ Work Phone: _____

Fax Number: _____ E-Mail: _____

EMPLOYMENT:

Current Position
or Title: _____

Employer: _____

Address of Employer: _____

Street City Zip Code

Employer's Telephone
Number: _____

Submitting additional nursing employment background is encouraged to assist in publicizing this nominee, if chosen as an award recipient. Please attach on a separate piece of paper or submit CV.

RELATIVE:

If the nominee is deceased, are there any known living relatives? Yes: _____ No: _____

Name of Closest
Relative: _____

Address of Relative: _____

Street City Zip Code

Relationship to
Nominee: _____

NOMINATOR:

Person Submitting
Nomination: _____

Address: _____

Street City Zip Code

Home Phone: _____ Work Phone: _____

Fax Number: _____ E-Mail: _____

Relationship to
Nominee: _____

Have You Heard?

There will be no Nursing Shortage in Chelan, Washington September 30TH – October 2ND, 2001!



That is when WSNA local unit leaders, new and seasoned, will gather at beautiful Lake Chelan for the 11TH Annual WSNA Leadership Conference

AGENDA Includes:

- Fun ••
- Rejuvenation ••
- Education ••
- National Speakers ••
- Networking with other WSNA Activists ••
- Fun ••

CAMPBELL'S RESORT:

WSNA members and guests receive a special conference room rate of \$88 per night for a standard, or \$106 per night for a deluxe with refrigerator and microwave. To make room reservations please contact Campbell's Resort directly at (800) 553-8225 and tell them you are attending the WSNA Conference. A discount block of rooms is on hold until August 29TH, 2001. *Make your reservations today!*

WSNA
Nurses for Nurses

RESORT DIRECTIONS:

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

To Chelan via I-90/Snoqualmie & Blewett Passes:

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

To Chelan via Hwy. 2 /Stevens Pass

- East on Hwy. 2 over Stevens Pass
- Driving towards Wenatchee take the Chelan exit onto Hwy. 97 Alternate
- Continue North on Hwy. 97 alternate to Chelan
- Turn left at Peterson's Condominiums onto Woodin Avenue
- Cross bridge and Campbell's Resort is on the left side (lake side)

2001 LEADERSHIP DEVELOPMENT CONFERENCE

First Name: _____
Last Name: _____
Informal First Name: _____
Credentials: _____
Address: _____
City: _____ State: _____ Zip: _____
Local Unit: _____
Daytime Phone: _____
Email: _____
Local Unit Officer Title: _____
of Leadership Development Conferences Attended: _____
of Years as a WSNA Member: _____

Concurrent Sessions (select one)

- ☐ *“Everything You Always Wanted to Know About Running Your Local Unit”*
- ☐ Grievance Training: Basic to Advanced
Learn the skills to deal with the most basic to advanced grievance.

Your T-Shirt Size: (circle one)

Medium Large XL XXL 3XL

Special Needs (if any): _____

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

REGISTRATION

Registration Fee: \$250

Invited guests to Monday, Oct. 1st
Dinner & Entertainment

☐ Yes, I will have _____ dinner
guest(s) at \$20 each.

Guest Name(s): _____

METHOD OF PAYMENT

☐ Check or Money Order Payable
to WSNA

☐ Visa/MC

Card Number:

_____-_____-_____-_____

Print Cardholders Name:

Cardholders Signature:

☐ My conference registration fee is
to be paid by:

(Local Unit)

Signature of LU Chair/Co-Chair

Total Payment Due to WSNA:

\$ _____

Approval of 11.7 Contact Hours Pending. The Washington State Nurses Association Continuing Education Provider Program (OH-231) is approved as a provider of continuing education by the Ohio Nurses Association, which is accredited as an approver of continuing education in nursing by the American Nurses Credentialing Center's Commission on Accreditation. OBN-

Saturday, September 29, 2001

1:00 E & GW Cabinet Meeting

Sunday, September 30, 2001

9:00-12:00 E & GW Cabinet Meeting

12:30-1:00 Registration

1:00-4:00 Local Unit Council Mtg.

4:00-5:00 Local Unit Rules Class for CE's

5:00-8:00 Dinner (on your own)

8:00-9:30 E & GW Welcome Reception
Lakeside Bonfire for Desert, Coffee and Fun

Monday, October 1, 2001

7:30-8:00 Registration

7:30-8:00 Continental Breakfast

8:00-8:15 Welcome & Introductions

Monday, October 1, 2001 (continued)

8:15-12:00 Concurrent Sessions

(9:15-10:00 Break-Vendor exhibits/activities)

12:00-1:30 Lunch
(meet with vendors and join others for fun in the sun)

1:30-3:00 Keynote Speaker Paul Loeb
Author: *“Soul of a Citizen: Living with Conviction in a Cynical Time”*

3:00-3:45 Break
(final chance to catch up with the Vendors)

3:45-4:45 Mary Walker, RN, FAAN, PhD
Dean, Seattle University School of Nursing

“Being a Nursing Activist in These Changing & Cynical Times”

5:30 Dinner & Mystic Entertainment

Tuesday, October 2, 2001

8:00-8:30 Continental Breakfast

8:30-9:30 WSNA:
A Force to be Reckoned with Now and in the Future

9:30-10:00 Break

10:00-11:00 *“What is the AFL-CIO, Anyway?”*

11:00-12:00 American Nurses Association/
United American Nurses
Mary Foley, MSN, RN,
President ANA
Cheryl Johnson, BSN, RN,
President UAN

“A Force for Nursing/A Force for Nurses”

12:00-12:15 Wrap Up - Evaluation

12:15-12:30 Celebrate WSNA 2000-2001

WSNA Washington State Nurses Association
575 Andover Park West Suite 101
Seattle, WA 98188

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