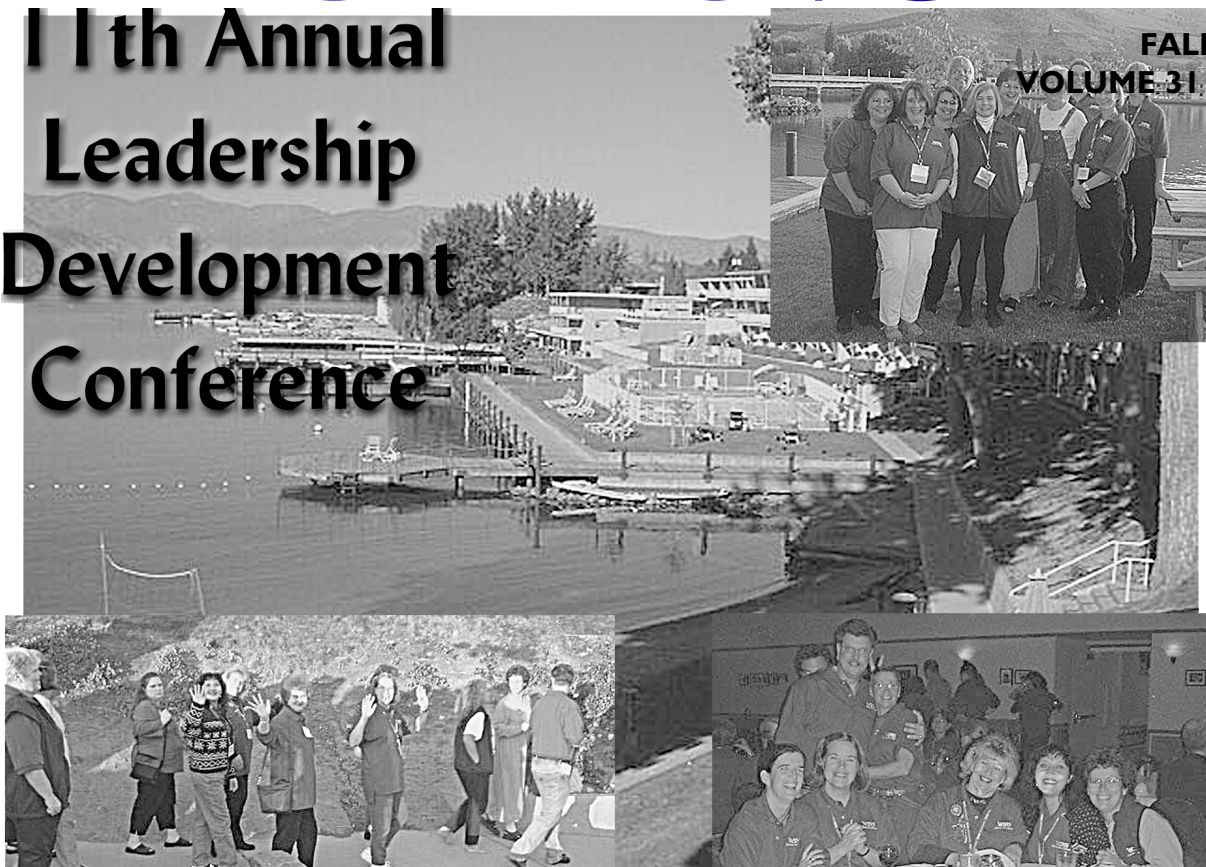


THE WASHINGTON NURSE

11th Annual Leadership Development Conference

FALL 2001
VOLUME 31 NO. 3



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THE WASHINGTON NURSE

Volume 31, No. 3
Fall 2001

WASHINGTON STATE NURSES ASSOCIATION
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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

November 2001

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

24 December 2001 - January 1 2002

Closed Christmas Holidays

January 2002

- 27 WSNA PAC
- 28 Nurse Legislative Day, Olympia, WA

February 2002

- 2 Professional Nursing & Health Care Council
- 9 WSNA Finance Committee and WSNA Executive Committee
- 15 Cabinet on Economic and General Welfare

Important Dates to Hold for 2002:

March 8

WSNA Hall of Fame

June 10

Cabinet on Economic and General Welfare

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

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<http://wsna.org>

I recently attended the 2001 Leadership Conference organized by the Cabinet on Economic and General Welfare. The conference was wonderful! Local unit leaders had an opportunity to network, enhance their skills and knowledge about running local units and hear two inspiring speakers. My personal thanks to the members of the Cabinet and staff for all their hard work. WSNA is fortunate to have Kim Armstrong as the chairperson of the Cabinet.

I listened to nurses who attended the conference share their successes and their struggles. Some nurses spoke of the wonderful contracts they obtained this past year with significant increases in base pay, cost of living adjustments, additional tenure steps and higher rungs on career ladders, improved differentials and in some instances elimination of mandatory overtime. Other nurses spoke about unprecedented layoffs during a nursing shortage, recruitment of nurses from the Philippines, administrations unwilling to convert to needleless systems, the continuation of mandatory overtime in many organizations, and sweeping changes in administrations creating organizational flux.

The two keynote speakers were thought provoking and emotionally powerful. Paul Loeb, author of *Soul of a Citizen: Living with Conviction in a Cynical Time*, spoke of the activists he interviewed for his book and the inspiration and lessons they provided. He shared examples of why people decide to become involved in activities, how they sustain a high level of commitment for years, and how these people feel hopeful and empowered when the challenges loom before them. His examples were of people who are not famous but ordinary citizens like yourself who decide to get involved and inspire others to do so. One nurse sitting next to me leaned over and said: "Did you notice how many women he has spoken about?" I responded: "Look around

this room and see how it is mostly women—committed leaders who inspire others to get involved."

Mary Walker, Dean of the School of Nursing at Seattle University, spoke eloquently about leadership in these challenging and cynical times. Her presentation addressed the nature of leadership, the questions a leader needs to ask oneself, the risks a leader needs to take, and the responsibilities of a leader. Dean Walker emphasized the need for respectful relationships and interactions that allow people to feel safe and be willing to participate in the process of change. She spoke about the qualities of leadership we need today as those that link us to one another in a community, especially in the aftermath of the tragedy of September 11, 2001. We are most fortunate to have Dean Walker as a member of the WSNA Board of Directors.

I had the privilege of addressing the conference. I was asked to explain *WSNA - A Force to Be Reckoned With*. I began by saying that after hearing the conference attendees speak over the prior two days, it was clear to me the main reason WSNA is a force to be reckoned with is because of our members. One cannot help but feel inspired being in a room filled with approximately 100 nurses who work tirelessly to improve the work environment, pay and benefits, and health and safety measures of all nurses in their organization—whether there is mandatory WSNA membership or not. These nurses have the four qualities that I shared with them I believe make **WSNA a Force to Be Reckoned With**:

Wisdom
Social and Political Commitment to
Care
New Ideas
Advocacy

The mission of WSNA is to provide "leadership for the nursing profession and promote quality health care for

consumers through education, advocacy, and influencing health care policy in the State of Washington." Our members contribute to this mission everyday through their work, their volunteerism, and through their personal lives.

Over the next few months WSNA will be launching a media campaign that will pay tribute to our members, convey a positive image of nursing to the public and recruit people to the profession. The media campaign will show how nurses are dedicated to caring for the most vulnerable and the underserved and by sharing with people their most intimate moments.

When Judy Huntington sent out a call for volunteers to assist with rescue efforts in New York and Washington, D.C. after the September 11 tragedy, nearly one hundred people responded to the request. The devastation of September 11 has been offset in small measure by the overwhelming sense of unity and community. The profound emotions we have all experienced remind us of how much we really do need each other and how much we need to use vision, values, conscience and positive relationships to assure a common good.

I left Chelan inspired by our members. I left secure in the knowledge that the future is bright. I left Chelan knowing that the reason I am willing to serve as President is because I am not alone. I left Chelan embraced by the energy of nurses who work tirelessly for their patients and their nursing colleagues. I left Chelan having affirmed my belief that nursing is the most important health care profession. I left Chelan thanking each and every one of you who belongs to WSNA, for your support of the most important nursing organization in our state.

Louise Kaplan, PhD, MN, ARNP
WSNA President

Nurses Respond in Aftermath of September 11th Attacks on New York City and Washington, DC

Since the September 11, 2001 terrorist attacks, many nurses have expressed interest in participating in disaster response activities. Immediately after the attacks, the New York State Nurses Association (NYSNA) put out a call for RNs willing to volunteer to assist in the emergency. NYSNA received more than 400 e-mails a day from nurses all across the country. Nurses in Washington State responded as well. WSNA received nearly 100 responses in the first 24 hours following an e-mail request for volunteers. Sadly, it soon became apparent that the loss of life was so great and the local response of nurses so unprecedented that our volunteers were not needed after all. However, there is still much that can be done.

One way is to volunteer to serve on a medical emergency response team coordinated by the Office of Emergency Preparedness (OEP). OEP, an agency within the U.S. Department of Health and Human Services, has responsibility for managing and coordinating Federal health, medical, and health related social services and recovery to major emergencies and Federally declared disasters including natural disasters, technological disasters, major transportation accidents, and terrorism. OEP activates several types of medical response teams when a disaster is declared. Disaster Medical Assistance Teams (DMAT) are groups of professional and paraprofessional personnel and logistical and administrative staff who provide emergency medical care during a disaster or other event. Additionally, there are specialized DMATs that provide specific types of care including burn, crush injury and mental health. Information on how to become a part of one of the teams is available at <http://www.oep.dhhs.gov>

Information may also be requested from National Disaster Medical System requested at 1-800-USA-NDMS. The American Red Cross has more than 40,000 nurses serving in paid and volunteer roles. Information about opportunities to serve in the Red Cross is available at www.redcross.org

[Information provided by Commander Mary Chaffee, Vice President, Federal Nurses Association, September 28, 2001]

Donations to help the victims are still needed. Three suggestions from

NYSNA for making financial donations include:

Nurses House Disaster Fund for Nurses

Suite 2
2113 Western Avenue
Guilderland, NY 12084
518-456-7858

(On-line contributions can be made to www.nurseshouse.org for checks, note in memo section - Disaster Fund)

This fund will be used specifically for nurses involved in the disaster relief activity in New York City and nurses affected by the tragedy. This would include the nurses working in the surrounding hospitals, as well as those married to firemen or emergency workers

Greater New York Hospital Foundation, Inc.

General Post Office
PO Box 5417
NYC, NY 10087-5417
212-246-7100 (Dana Sherwin)

This fund will be used for payment for crisis and post-traumatic stress counseling services.

For general disaster assistance support, donations may be made to the American Red Cross at:

American Red Cross Disaster Relief Fund

PO Box 3756
Church Street Station
NYC, NY 10008
1-800-HELPNOW

On-line contributions can be made to www.nyredcross.org

You've seen and heard the many stories of heroism of the police and firemen in New York City and at the Pentagon, but nurses and health care workers were also heroes during that awful day and in the many days that followed. There are hundreds of stories of the registered nurses who responded to the call on September 11, 2001 and who continue to respond. The staffs at ANA and NYSNA have been collecting these stories from the nurses who were there. For their stories go to the ANA website, NursingWorld at: <http://www.nursingworld.org/news/dedictn.htm> and the NYSNA website at www.nysna.org/NEWS/PRESS/PR2001/Storiesfrom.htm

ANA is continuing to collect these stories. ANA is asking for stories about nurse heroines and heroes walking amongst us everyday. Please write us and tell us of the ones you know, what they have done, how they did it, where, etc. Please provide 100-250 words that paint a brief verbal picture of the act(s) of dedication and courage, a picture if available and contact information. Please let us know as soon as possible. We want to provide a high level of visibility to these heroines and heroes among us. Please e-mail stories to George West at gwest@ana.org

Dear Colleagues:

As I have reflected upon the tragic events of September 11, I am filled with many thoughts and emotions. I have feelings of great sadness about the loss our nation has sustained in lost lives and a lost sense of security. I also have feelings of great pride about how our constituent member associations and nurses across the country responded to the tragedy.

Many thanks go to our CMAs and our nation's nurses for responding in great numbers to the call for emergency assistance. The spirit of caring expressed by RNs across the nation was a reflection of what drives the profession – a true sense of commitment, dedication and desire to help others.

In areas directly impacted by the tragedy, nurses hurried to hospitals and emergency rooms providing direct care and offering counseling to the injured and the bereaved. Others volunteered with the American Red Cross and at blood drives across the country. CMAs assisted with recruitment efforts through utilization of their listserve and Web sites, and ANA/ANF designated a special fund to provide relief to nurses who have been directly impacted by the tragedy. No task was too small in nurses united effort to show and give support.

As the nation braces for possible future attacks, I know that our CMAs and nurses throughout the country are ready and willing to respond. Nurses are the backbone of the health care system and we are vital in ensuring hospitals and communities are prepared to handle emergency and disaster relief efforts. Our sense of security as a nation may be shaken, but our confidence in nurses ability to rise to the occasion, pooling energies and resources, is renewed. I'm proud to be an American, I'm proud to be a nurse and I'm proud to represent such a wonderful profession. ***United, we stand!***

Mary Foley, MS, RN

On Sept. 11, the United States was attacked by terrorists.

Nurses from across the country volunteered in overwhelming numbers to help.

ANA is proud to represent such a noble profession.

We extend our condolences to those who lost loved ones in this tragedy.

Want to help? American Nurses Foundation is collecting funds to support efforts by Nurses House to provide relief to nurses who have been directly impacted by the tragedy. Tax-exempt contributions to this fund can be made by sending a check payable to American Nurses Foundation/Nurses Relief Fund, P.O. Box 96441, Washington, D.C., 20090-6441.

"What nurses do is not celebrated...it isn't glamorous...it isn't easy. But nursing is compassionate...it is noble...and it is essential to quality health care."

— The Hon. Tommy G. Thompson

"Not only in the Burn Intensive Care Unit, where we have been given the bittersweet privilege to care for the men and women injured at the Pentagon, but in hundreds of clinical settings all over this country, nurses give 110% of themselves everyday."

— Melissa Velazquez, RN
Washington, DC

"Nothing prepares you for something like this, but I am so proud to be a nurse. From starting an IV to giving a woman a hug made me feel good, knowing I could give of myself in some way to those who have suffered such a loss."

— Lucille Yip, RN
New York, NY

ANA
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ASSOCIATION

www.NursingWorld.org

Electricity in the Air

11th Annual Leadership Conference in Lake Chelan

From September 29 through October 2, 2001, Campbell's Resort was filled with excitement, energy and enthusiasm with more than 100 nurses proudly wearing the new electric blue WSNA polo shirts and fleece vests. They were Local Unit leaders attending the 11th Annual WSNA Leadership Conference.

Nurses from 27 local units traveled from as far north as Bellingham, as far south as Vancouver, east as Tri-Cities, and west as Whidbey Island. There were even nurses attending from our sister association in Alaska! The weather was bright blue and sunny and the lake as blue as our shirts! Many described this year's Annual Leadership conference as "the best yet." More free time was built into this year's schedule allowing more time to enjoy the fantastic surroundings and amenities of Campbell's Resort. Members were seen lounging in the chaise lounges (never during class time of course), enjoying the swimming pool, canoeing, and one WSNA staff member was spotted swimming in Lake Chelan at 6:30 am! A number of nurses came the day before with family and friends, joining those who have made the Chelan Conference an annual event.

A Welcome Reception sponsored by the Cabinet on Economic and General Welfare kicked off the Conference. This was no ordinary reception. It was an old fashion gathering around the campfire (the campfire was really barbeque briquettes—because of the high fire danger) complete with songs, smores, coco and a full harvest moon above.



LDC attendees at Lake Chelan in our new blue WSNA polo shirts

Although we need to work a bit on the harmony, everyone had a great time singing together in the moonlight!

Before we started our classes we took a few moments to view a moving slide show honoring the heroes and memorializing those missing and who lost their lives in the September 11th attack on New York and Washington DC. Many of our New York Nurses Association members and other union members lives were forever changed by the events of that day.

Always in demand was the class on Grievance Handling taught by WSNA staff Janet Parks, Marianne Brandt and Liz Ford. Covering basics of grievances from step 1 through

Arbitration in a few short hours is always a challenge. The staff was up to the challenge and in the process showed skills rarely seen outside the privacy of WSNA offices, as they assumed the roles of hospital administrators, frantic grievants, and harried grievance officers.

Concurrently, Barbara Foster, Anastasia Aldecoa and Pat McClure were coaching members on the "nuts and bolts" of actually doing the work in the Local Unit. Their class covered everything from how to increase Local Unit membership to how to plan a meeting. And from the laughter coming from the room, the group had a good time doing it.

After box lunches and visits to the vendors, participants viewed the new United American Nurses film, *"Fighting for Nurses, Fighting for Patients, Fighting for You"* – an exciting, fast-paced snapshot of some of the many activities the UAN has been involved with this past year. It was particularly fun for us as Evergreen Nurses and our May 6th Rally for safe staffing were prominently featured along with nurses from all across the country.

Our keynote speaker, Paul Loeb author of *Soul of a Citizen: Living with*



Smiles all around as nurses learn

E & GW Leadership Development Conference ❖

conviction in a Cynical Time was thought provoking and challenged us to look with a new eye at the work we do for justice and on behalf of nurses. He reminded us that Rosa Parks didn't become an activist when she refused to sit in the back of *that* bus. It was years of hard work and determination that led to the moment that has come to be known as the beginning of the Civil Rights Movement.

Kay Skaftun, Local Unit Co-chair at Northwest Hospital, brought us back to reality with her hilarious "*Musings of an Aging Nurse*." See her article elsewhere in this issue—be prepared to laugh and cry at the same time!

Mary Walker, member of the WSNA Board of Directors and Dean of the School of Nursing at Seattle University, presented "*Being a Nurse Activist in these Challenging and Cynical Times*". Mary used principles of transformational leadership to hone our skills as individual leaders and leaders of teams. Participants described her presentation as 'moving,' 'inspiring' and 'full of down-to-earth practical hints on being a leader.'

The day ended with the group gathering by the lake for the annual group picture, followed by dinner and "Mystic Entertainment." The fabulous Fletcher performed magic tricks while we ate dinner and kept us laughing for the rest of the evening.

President Louise Kaplan and Judy Huntington's talk "*WSNA: A Force to be Reckoned With*" updated everyone on WSNA activities—how and where WSNA is actively representing you, and the plans to be even more effective in the future. Be sure and read *In Focus* article for more on President Kaplan's

perspective.

One of the most dramatic events in ANA/UAN and WSNA's history is the recent affiliation with the AFL/CIO. Barbara Frye and Liz Ford teamed up to give the members a thumbnail sketch on how the decision to affiliate both at the national and state level came to be, including a basic lesson on how the AFL/CIO actually works and what impact the affiliation will have on WSNA. A thoughtful and stimulating discussion followed and the group indicated strong support for the decision to affiliate by the clapping and cheering that took place throughout the presentation.

The closing keynote was by Cheryl Johnson, United American Nurses (UAN) President. Cheryl spoke eloquently and passionately about the UAN and ANA and the importance of the UAN as a part of ANA. Cheryl, a staff nurse at the University of Michigan, has practiced in the ICU for 29 years. She is one of four women on

the AFL/CIO Executive Committee and the only nurse. There are few people in the country that speak as effectively as Cheryl to audiences around the world about the issues staff nurses are facing in their workplaces today. She reminded us that the power of the ANA/UAN is when nurses stand together, regardless of practice area or jobs.

The conference ended with our traditional slide show (with great new music) celebration of members and WSNA accomplishments in the last year. This year's show was significantly longer—a reflection of the myriad activities WSNA and local units are involved with.

Many nurses made reservations for next year's conference as they were leaving. Plan now to join us next year on September 28–October 1, 2002 for a weekend of fun, relaxation, the fellowship of other nurse activists, and stimulating new ideas. *See you there!*



Musings of an "Aging" Nurse

by Kay Skaftun

When you are honored by your peers, you take time to evaluate the span of your career. Here are some thoughts that have come to mind.

It has been 34 years, almost to the day, that I graduated from the Sisters of Charity School of Nursing in Kansas City, Kansas. The uniforms of the day were always white, always dresses, always white stockings and always a cap. As hemlines became shorter and shorter, the white pantsuit made the scene, which as you can imagine, made it much easier for nurses to do their job. Those first years were exciting, fun, and at times frightening. Most of those times are now, for me, just a vague memory.

Next, I looked to the future. We have all heard recently about the average age of nurses in the workforce and I have spent the last few days thinking about what that means for us. Just when you get used to being old enough to be the mother of most docs, you realize that you are old enough to be their grandmother.

We are talking about a huge number of menopausal women and it isn't pretty. The workplace must be different and the following will all become the standard if we are to survive our shifts.

- ✓ Break rooms will be refrigerated and equipped with high-powered fans.
- ✓ Various tools will be available to actually get the pills out of those individual packages and to tear the plastic sack that covers the IV bags.
- ✓ Only large print will be allowed on all labels/instruction books/etc.
- ✓ Portable O2 supply, available in pretty pastel cylinders, will be worn by nurses when you have to run to

those emergencies and/or administer CPR.

- ✓ High chairs at the nurses station, which allow nurses to look down at the computer screen thus saving our necks while dealing with our bifocals.
- ✓ Along the same line - short IV poles.
- ✓ Handgrips on draw sheets.
- ✓ Emergency call systems, hand carried by nurses, which will alert the staff when we have gotten down on our knees/bent over/or actually have fallen and cannot get up.
- ✓ Hand rails and raised toilet seats in all staff bathrooms.
- ✓ Also in the bathroom, shoe protectors for all our male nurses who will be experiencing their own special problems.
- ✓ Dispensers with tampons will become obsolete and in their place will be Depend dispensers and next to that will be a Metamucil dispenser, which at the pull of a level will pour out your daily dose.



Kay Skaftun (left), KCNA Excellence in Nursing Practice Award Winner, and KCNA Nurse of the Year Carol Leppa

- ✓ Last, but not least, med carts with built-in walkers.

On a more serious note, I have been a med-surg nurse my whole career. I used to be embarrassed to say that. ER nurses or ICU nurses have much more glamour attached to their title. But, in reality, we are all med-surg nurses, just taking care of different populations in different settings. In each of our departments, we are asked to do more with less, to know more, to deal with systems that rob us of our time with our patients. In each department the patients are sicker, their stay is shorter, and they bring with them a variety of problems we have to deal with in order to help them with their illness.

It is that educated nurse, with his or her critical thinking skills at the side of the patient, which makes that patient safe. We are there to help deliver those healthy babies. Because of our assessment skills, we are there to advise physicians that someone may not be ready for discharge. We are

there to pick up on changes that may prevent a move to ICU or, on the other hand, we initiate a move to ICU before it becomes life threatening. We are there to laugh with the patient, and we are there to talk about death and dying. We are there to help patients be at home in a safe environment. We are there to teach.

My hospital recently put up a banner that states "We Value Nurses." My wish, for this profession that I love, is that we value ourselves. That we value our time at the bedside and know what it means when it is taken away from our patients and us. That we value what we can and cannot do and that it is OK to say no to mandatory overtime. That we value, and demand, a safe environment. That we value knowledge and become experts in our area of practice. If we truly recognized our value, we would no longer be victims.

**"Just when you
get used to being
old enough to be
the mother of
most docs, you
realize that you are
old enough to be
their
grandmother."**

It is impossible for me to put into words what being a nurse means to me. And how it has affected my life. What is not impossible for me is to say thank you to the nurses I work with for nominating me for this award and for putting up with me all these years.

I am honored and proud.

[Editor's Note: This short talk was originally given on May 10, 2001 by Kay as her acceptance speech while receiving the King County Nurses Association's Excellence in Nursing Practice award - By popular demand it was repeated at the WSNA Leadership Conference and is reprinted here for your enjoyment.]

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ANA House of Delegates Approves Dues Increase WSNA To Consider Changes Too

The American Nurses Association (ANA) represents more than 170,000 RNs who are members of the national association through their individual membership in their state nurses association (SNA) or through the Federal Nurses Association (FedNa), whose membership comes from active duty nurses in the armed services. The portion of individual member dues that goes to ANA provides funding for about 70 per cent of ANA's annual operating budget. The ANA portion of member dues has remained the same for more than nine years while inflation has grown by 38 per cent in that same period.

In June, the 2001 ANA House of Delegates approved a \$35 dues increase (about \$3 per month) for full-pay members effective January 1, 2002. WSNA Bylaws allow ANA dues increases to be automatically implemented and passed on to the membership. Members who qualify for one of the reduced rates (retirees, students, and other special memberships) will pay an increase proportionate to their current dues rate. The WSNA Board of Directors has approved postponing the annual WSNA dues escalator, which normally goes into effect in October each year, until January to coincide with the ANA increase. The WSNA increase for 2002

will be 3.10%. A chart with the new dues rates appears on the opposite page. As you can see from the chart, WSNA's dues structure is very complicated, somewhat confusing and often very difficult to administer. WSNA collects the ANA portion as well as the WSNA and District portions of the dues. Because each District has a different dues rate and because of the numerous special categories of memberships and rates, there are nearly 80 different dues rates possible. Once collected, the dues must be apportioned with the correct amounts going to ANA and the Districts while 4% of the remaining WSNA portion of the dues from

members represented for collective bargaining is allocated back to the Local Unit fund and an additional 4% goes to the E&GW Cabinet Emergency fund. Many other state nurses associations have similar problems with their membership dues options and are considering changes to their dues structure. A special Dues Structure Task Force has been appointed by the WSNA Board to review and consider possible changes to the WSNA categories of membership and the current method of calculating and collecting dues. A report is expected at the November meeting of the WSNA Board of Directors.

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Email: roxane.johnson@gentiva.com **http://careers.gentiva.com**
Ref code WSNA10/31

EOE M/F/D/V



DUES SCHEDULE EFFECTIVE JANUARY 1, 2002

- * Installment payments include a handling fee of \$3.99 per year
 ** ONLY Payroll deduct or EFT payers may use the monthly payments schedule.

MEMBERS COVERED BY A BARGAINING UNIT

DISTRICTS	CATEGORY A			CATEGORY B			CATEGORY C/D		
	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly
1-6-8-17-18	468.96	157.65	39.08	351.84	118.61	29.32	234.48	79.49	19.54
2	522.26	175.42	43.52	391.70	131.90	32.64	261.13	88.37	21.76
3	477.36	160.45	39.78	358.02	120.67	29.84	238.80	80.93	19.90
4	485.04	163.01	40.42	363.84	122.61	30.32	242.40	82.13	20.20
5-15	463.96	155.98	38.66	347.97	117.32	29.00	232.08	78.69	19.34
7	469.46	157.82	39.12	352.10	118.70	29.34	234.73	79.57	19.56
9-12	476.40	160.13	39.70	357.30	120.43	29.78	238.32	80.77	19.86
10-13	466.56	156.85	38.88	349.92	117.97	29.16	233.28	79.09	19.44
11	479.04	161.01	39.92	359.28	121.09	29.94	239.52	81.17	19.96
14-98	458.88	154.29	38.24	344.16	116.05	28.68	229.44	77.81	19.12
16	473.96	159.32	39.50	355.47	119.82	29.62	236.88	80.29	19.74

MEMBERS NOT COVERED BY A BARGAINING UNIT

DISTRICTS	CATEGORY E			CATEGORY F			CATEGORY M			CATEGORY N		
	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly
1-6-8-17-18	117.36	40.45	9.78	357.10	120.36	29.76	267.83	90.61	22.32	178.55	60.85	14.88
2	130.57	44.85	10.88	410.40	138.13	34.20	307.92	103.97	25.66	205.20	69.73	17.10
3	119.28	41.09	9.94	365.52	123.17	30.46	274.32	92.77	22.86	182.88	62.29	15.24
4	121.20	41.73	10.10	373.20	125.73	31.10	279.84	94.61	23.32	186.48	63.49	15.54
5-15-28	115.92	39.97	9.66	352.10	118.70	29.34	264.00	89.33	22.00	176.16	60.05	14.68
7	117.37	40.45	9.78	357.60	120.53	29.80	268.32	90.77	22.36	178.80	60.93	14.90
9-12	119.04	41.01	9.92	364.60	122.86	30.38	273.36	92.45	22.78	182.40	62.13	15.20
10-13	116.64	40.21	9.72	354.72	119.57	29.56	265.92	89.98	22.16	177.36	60.45	14.78
11	119.76	41.25	9.98	367.20	123.73	30.60	275.28	93.09	22.94	183.60	62.53	15.30
14-98	114.72	39.57	9.56	347.04	117.01	28.92	260.40	88.13	21.70	173.52	59.17	14.46
16	118.56	40.85	9.88	362.10	122.03	30.18	271.68	91.89	22.64	180.96	61.65	15.08

CATEGORY DESCRIPTIONS:

- A** Employed an average of more than 80 hours a month and working in a bargaining unit facility
B Employed an average of 41-80 hours a month and working in a bargaining unit facility
C Employed an average of 40 hours or less a month and working in a bargaining unit facility
D Generic Graduates within 6 months of graduation (for the first year of membership ONLY)
E 62 years of age and not employed or totally disabled
F Employed an average of more than 80 hours a month and not covered by WSNA collective bargaining
New M Employed an average of 41-80 hours a month and not covered by WSNA collective bargaining
New N Unemployed or Employed an average of 40 hours or less a month and not covered by WSNA collective bargaining

WSNA Districts

01=Whatcom	07=Chelan/Douglas/Grant	14=Whitman
02=King	08=Grays Harbor	15=Benton/Franklin
03=Pierce	09=Snohomish	16=Skagit/Island/San Juan
04=Spokane/Adams/ Lincoln/Pend Oreille	10=Wakiakum/Cowlitz	17=Kitsap
05=Walla Walla/Columbia	11=Clark/Skamania	18=Kittitas
06=Yakima City/N. Yakima	12=Clallam/Jefferson	98=All Others
	13=Thurston	

Nursing News Briefs

CEARP Committee Needs You!

Volunteer yourself and one of your nurse colleagues for a great service to our members and RNs everywhere—the review and approval of applications for contact hours. The experience is rewarding and provides camaraderie with fellow educators. It also helps assure appropriate standards for continuing education. Prerequisites are experience in nursing education and a completed Consent to Serve form. Contact Barbara Sullivan at WSNA at 206/575-7979, Ext. 3005 or bsullivan@wsna.org. The CEARP Committee and reviewers are looking forward to hearing from you.

Information Available on the WEB on New Prescriptive Authority Rules:

The Federal Drug Enforcement Administration (DEA) has approved the new Nursing Commission rules implementing Senate Bill 5805; completion of prescriptive authority for ARNPs for schedules II through IV. Advanced Practice Nurses in Washington State can now apply for this level of prescriptive authority.

All the information about Senate Bill 5805, the new rules, sample joint practice agreements, letter to physicians, timelines, application forms and questions and answers can be found on the Nursing Commissions web site at <http://www.doh.wa.gov/nursing/rules.htm>. Scroll down to find the prescriptive authority information. Additional information is available on the ARNPs United site at <http://www.nurse.org/wa/au>.

Click on “How to Complete Your Prescriptive Authority” – an informative step-by-step article in pdf format by Anne Darlington, CNM, ARNP.

Health and Safety Concerns Play Major Role in Nurses' Employment Decisions

According to findings from an ANA on-line health and safety survey, health and safety concerns play a major

role in RN decisions to remain in the profession. In the survey, 88 percent of nurses reported that health and safety concerns influence their decisions to continue working in the field of nursing and the kind of nursing work they choose to perform. Over 70 percent (70.5%) cited the acute and chronic effects of stress and overwork as one of their top three health and safety concerns. The 4,826 nurses who responded to the survey represent a cross section of nurses from every age group, years of experience, and types of care facilities. However, the highest percentage of nurse respondents was between 41 and 50 years old and had more than 10 years experience. For more information, visit the ANA website at:

<http://www.nursingworld.org>

Long Time WSNA Member & Volunteer Assumes New Role

Nikki Behner, MN, MPH, ARNP, long time WSNA member and Co-Chair of the CEARP Committee and member of the Professional Nursing & Health Care Council, has agreed to assume administrative responsibilities for Inpatient Psychiatry at Seattle's Harborview Medical Center, in addition to her former responsibilities for Outpatient Psychiatry. She will also provide program oversight for CTU (Crisis Triage Unit), ITA (Involuntary Treatment Act) Coordination, the Psychiatric Consultation Services, the Sexual Assault and Trauma Center, and Children's Response Center. Nikki will be the Acting Assistant Administrator while Harborview begins the recruitment process.

Ethics and Human Rights: Issues Update

The fall issue of *Issues Update*, The Center for Ethics and Human Rights' quarterly newsletter is now online. Article topics include the new Code of Ethics for Nurses, whistle blowing, and a case study involving the end of life wishes of patients. To view, go to:

<http://www.nursingworld.org/ethics/update/uphome.htm>

American Cancer Society Invites Applicants for Grants to Support Cancer Nursing

The American Cancer Society is pleased to invite applications for the following grants to support training, research, and career development in area of interest to nurses: Master's Degree Scholarships in Cancer Nursing, Doctoral Degree Scholarships in Cancer Nursing, Research Scholar Grants in Psychosocial and Behavioral Research for Beginning and Senior Investigators.

For information, go online to: <http://www.nursingworld.org/news/ananeews.htm#ACS>

Scholarships Available for Geriatric ARNPs

CME, Inc and CMEA Inc are offering discounted rates for Geriatric Nurse Practitioners interested in attending the Fourth Annual US Geriatric Long-Term Care Congress in Anaheim, California June 24-27, 2002. The conference offers up to 27 hours of continuing education. CME, Inc. is offering a limited number of scholarships available for geriatric ARNPs at a \$100 of the applicable tuition rate. With the discount, the fee for those who register by April 30 would be \$299, after that it goes to \$429 and after May 31 it would be \$899. For more information, please contact Jane Trimble Sandison at janepms@isd.net

TriCouncil Nursing Shortage Summit Report Available Online

The Washington TriCouncil for Nursing invitational summit on the Nursing Shortage in Washington State was held on March 2, 2001. The conference was intended as the first in a series on conferences to examine the nursing shortage issue in the state and to determine a course of action. Nurses from various organizations, agencies, institutions, and constituencies

throughout Washington State were invited to participate. Attendees represented the public health sector, acute care agencies, long-term and home health care, and educational institutions. They included staff nurses, nurse executives, nurse educators, designates of nursing organizations, advanced registered nurse practitioners (ARNP's) and representatives from various nursing specialty groups. The goals for the conference were:

- (1) to clarify the issues contributing to the growing nursing shortage in Washington State;
- (2) to identify other key stakeholders who should participate in crafting the action steps necessary for a successful master plan for nursing in Washington State.

The summary report of this meeting is available at:

www.waleaguenursing.org/summit01.html

Information on Bioterrorism Available Online for Health Professionals

Both CDC and the Department of Health and Human Services have asked that we distribute this information to our members. Please feel free to share this information with your colleagues.

The Centers for Disease Control and Prevention (CDC) in Atlanta have issued the several health updates (available in Adobe Acrobat PDF files) with regard to the ongoing investigation of the outbreak of anthrax cases. Multiple advisories are available at:

<http://www.bt.cdc.gov/>

Also, JAMA has published five articles on bioterrorism by the Working Group on Civilian Biodefense addressing anthrax, smallpox, plague, botulinum toxin, and tularemia. They are online and free of charge on the JAMA webpage. Scroll down to the articles on bioterrorism at:

<http://jama.ama-assn.org/>

JCAHO Releases Sentinel Event Alert on Medication Errors and Dangerous Abbreviations

The Joint Commission of Accredited Health Care Organizations (JCAHO) has released a Sentinel Event Alert with information relating to medication errors and potentially misleading abbreviations. The JCAHO notes that one of the major causes of medication errors is the ongoing use of potentially dangerous abbreviations and dose expressions. Underlying factors contributing to many of these errors are illegible or confusing handwriting by clinicians and the failure of health care providers to communicate clearly with one another. Because medication safety and the identification, prevention and timely reporting of medication errors are of primary importance to the Joint Commission, this issue of Sentinel Event Alert specifically addresses medication errors related to the use of dangerous abbreviations and dose expressions used in prescribing medications. For the complete text go to:

www.jaho.org/edu_pub/sealert/sea23.html

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.

UW

UNIVERSITY OF WASHINGTON
TACOMA



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

Mark Your Calendars!!!

20TH ANNUAL NURSE LEGISLATIVE DAY

JANUARY 28TH,
2002
OLYMPIA, WA

Action Alert: Urge House and Senate to Act on Nurse Education

House and Senate Committees are preparing to move two bills that have been endorsed by ANA that would improve nurse education and promote the nursing profession. ANA has participated in a number of hearings and press events on these bills. Now is the time to contact your Congressional delegation. Call the House of Representatives at (202) 225-3121 to be connected to your Representative. Call the Senate at (202) 224-3121 to be connected to your Senators.

- ◆ Both the Nurse Reinvestment Act (H.R. 1436, S. 706) and the Nursing Education and Employment Development Act (S. 721) would provide support for nursing faculty development, scholarships and loan repayments for nurses who agree to work in shortage areas, career ladder programs for RNs, public service announcements to promote nursing as a career, and support for the development of nursing curriculum.
- ◆ A fundamental shift has occurred in the Registered Nurse (RN) workforce over the last two decades. As occupational opportunities for young women have expanded, and the working conditions for nurses has deteriorated, the number of young people entering nursing has declined.
- ◆ The lack of young people in nursing has resulted in a steady and dramatic increase in the average age of the US nurse. Today, the average working RN is over 43 years old.
- ◆ The Bureau of Labor Statistics estimates that 331,000 RNs (15% of the current workforce) will retire between 1998 and 2008. At the same time, the aging of the U.S. population is expected to cause an increase in demand for nursing services.
- ◆ By the year 2020, the numbers of nurses per capita will fall 20% below requirements if nothing is done to attract more nurses into the profession.

**Washington State Nurses Association
and WSNA Political Action Committee
presents:**

20th Annual Nurse Legislative Day

Monday, January 28, 2002

Time: 8:00 am-4:30 pm

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

Special Guest (invited):

Lois Capps, RN
U.S. Representative from California

Keynote Speaker (invited):

Secretary Dennis Braddock
Washington State Department of Health and Human Services

Registration and additional information will be available in November. Please visit www.wsna.org for updates.

WSNA Positions on Initiatives

Initiative 773 – Additional Tobacco Taxes for Low-Income Health Programs

WSNA Position: SUPPORT

Tobacco kills over 8,000 Washingtonians a year and costs \$1.3 billion in health care for tobacco-related illnesses. There are 65 children who start smoking in Washington every day. I-773 will raise sales tax on tobacco by 60 cents a pack, thus providing health care for working families and reduce smoking, creating stronger and healthier children, schools and workplaces.

I-773 will improve the health of low-income working adults and their children by expanding access to the Basic Health Plan and protect kids from tobacco by fully funding programs to prevent kids from smoking. WSNA strongly urge you to support this measure by voting for I-773.

Initiative 747 – Limiting Property Taxes Increases to 1% Annually

WSNA Position: AGAINST

By placing a 1% limit to property taxes, I-747 will restrict funds to local services like fire protection, public hospitals, emergency services, libraries, and even transportation. Because I-747 does not allow critical services like emergency medical districts, public hospitals, and fire departments to keep pace with inflation and growth, severe cuts will be impossible to avoid.

More and more, nurses observe the effects of inadequate services and of the declining quality of care. The current health care system is already strapped for funds. I-747 will mean severe cuts to our public hospitals and emergency medical services. WSNA urges you to vote against this initiative because of its tremendous impact on

the health care system in our communities.

Initiative 775 – Establishing Home Care Standards, Caregivers Right to Organize

WSNA Position: SUPPORT

Home care is an essential part of our health care system, helping thousands of seniors and people with disabilities stay in their own homes. I-775 would create a caregiver registry so families have a way to find qualified home care workers who have passed criminal and employment background checks, and establish qualifications, standards and training for the caregivers.

In addition, I-775 would allow home caregivers participate in collective bargaining to negotiate for better wages and benefits. WSNA strongly support the right of workers to organize and urge you to support this measure.

Web Sites

The Impaired Professional

Washington State is one of approximately 30 states that now have some type of treatment option in lieu of the disciplinary process for nurses with a chemical dependency. You may have found yourself at a loss to understand or help your impaired colleagues. Several web sites address this issue and provide links to resources and organizations.

An April, 1999 article on Nurseweek's site, reviews statistics and studies and also lists a number of related links:

<http://www.nurseweek.com/features/99-4/addict.html>

Nurseweek also reports on a study published in the April issue of the American Journal of Public Health, which found that substance abuse by nurses varies by specialty. To read a summary of the study go to:

<http://www.nurseweek.com/news/98-5/25e.html>

In December 1999, The Chicago Tribune published an article on the report submitted by the Illinois Department of Professional Regulation's Impaired Nurse Task Force. The article goes on to report other studies and a successful program established by the Arizona Board of Nursing in the 1980s. To read about their recommendation to establish a non-disciplinary approach to helping nurses with substance abuse problems go to:

<http://cgi.chicago.tribune.com/marketplaces/career/healthcare/article/0%2C2669%2C4-2446412528%2CFF.htm>

The American College of Healthcare Executives has stated its beliefs about ethical and professional obligations related to substance abuse in nursing on the nursingnetwork web site. The site also includes a link to an e-mail discussion group for Recovering Healthcare Professionals.

<http://www.nursingnetwork.com/abuse.htm>

On the Nurses Protection Group web site you can review a malpractice case and its outcome, in which a chemically dependent nurse forged prescriptions. It includes a list of behavioral changes that would lead you to suspect your colleague was impaired by drugs.

<http://www.npg.com/npg/1999/case0214.htm>

Finally, go to the following web site to order the video, "*Impaired Nursing Practice Assessment and Intervention*," produced by the Hospital Satellite Network. It will help your staff learn to detect chemical abuse in coworkers and explains why nurses often fail to recognize impaired practice:

<http://www.ramex.com/lr/lr-nu192.html>

Next Issue: *Explaining Nursing to Non-Nurses*

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

UW to Offer Two New Master of Nursing Degrees in Infection and Infectious Disease

Two new Master of Nursing degrees focusing on the detection and treatment of infection and infectious diseases have been created by the School of Nursing in response to emerging national and international problems with infectious disease and resistant infections.

The new Infectious Disease-Adult Nurse Practitioner degree (ID-ANP) and the Infectious Disease and Infection Nurse Specialist degree (IDINS) are being funded by a federal grant from the Health Resources and Services Administration. Margaret

Heitkemper, chair of the Department of Biobehavioral Nursing and Health Systems, was the principal author of the grant.

The ID-ANP track focuses on the links between infections and infectious diseases such as hepatitis, HIV-AIDS, and TB, within the context of chronic illness. Completion of the degree requires 18 months of full-time study, although this may be undertaken on a part-time basis. Graduates qualify to apply for licensing as a nurse practitioner with prescriptive authority in Washington State.

The IDINS track enables nurses in advanced practice to serve in leadership roles and to develop public and agency policies relevant to the control of infections and infectious disease. Graduates will be eligible to apply for clinical nurse specialist certification.

Contact Judith Kelson at jkelson@u.washington.edu, or 206/543-7851, or visit http://www.son.washington.edu/eo/focal_areas.asp

New Members

DISTRICT #1

Whatcom—Mt. Baker

Elaine M. Bullock
Summer L. Dardis
Shelly Lisa Stuart

DISTRICT #2

King County

Lila M. Bishop
Aileen L. Blowers
Pamela M. Braulick
Melinda J. Carter
Barbara R. Chasan
Jo Anne Cox
Tara Crockett
Janet M. Dwight
Lisa F. Geiger
Donald J. Green
Katherine L. Griffin, LPN
Grace C. Grymes-Chapman
Avonelle K. Hamilton
Kate M. Hoflack
George D. Jaeger
Ruth C. Leon Guerrero
Annie M. Mance
Betty J. Mitchell
Miri I. Najdzin
Linda E. Norris
Mary A. Rafa
Anastasia V. Samsonov
Anna M. Stevens
Pamela Kay Stinson
Lisa A. Vetto
Florizelle V. Villanueva
Penelope Watson
Julie M. Beck

DISTRICT #3

Pierce County

Sharon L. Cochrane
Justine K. Duke
Caryn W. Goolsby
Tammy I. Guenzi
Fletcher R. Kistler
Emily R. Lentz
Melanie D. McNally
Mary E. Pirone
Noreen B. Rodriguez
Jan V. Shillinger

Victoria J. Skorupski
Linda L. Stearns
Julie E. Uskovich

DISTRICT #4

Inland Empire

Marelda M. Abney
Ann Adair
Vickie M. Bakonyi
Kimberly K. Biegert
Edward P. Boltik
Rhonda Lee Card
Amy M. Christiansen
Janice M. Conner
Barbara K. DeHerrera
Barbara Anne Hudson
Angela M. Jackson
Karyn C. Kaley
Kelly E. Lougee-Ordner
Johanna L. Mata
Karen Marie Mathews
Jeanine L. Murphy
JoAnn E. Nicholson
Marcia C. Papich
Victoria K. Perman
Kendra L. Sjoding
Laurie L. Staton
Angela L. Stump
Susan Ann Walz
Tracie M. Wilson

DISTRICT #6

Yakima

Kristie L. De LaRosa
Julia M. Heilman
Susan Hughes
Stephanie L. McCauley
Cindy M. Peterson

DISTRICT #7

Chelan/Douglas/Grant

Armando Capelo
Amy J. Eckert
Debra A. Johnson
Douglas J. Landers
Audrey D. McCoy
April Diane Mitchell
Michelle R. Partridge
Christine M. Seibert

July to September 2001

Regina Elaine Wilkins

DISTRICT #8

Grays Harbor

Ellen E. Hinderlie
Patty R. MacDonald

DISTRICT #9

Snohomish County

Debbie L. Pollock
Rene' E. Reed
Jeanette Rhea

DISTRICT #10

Lower Columbia

Sarah M. Buttrell
Brenda J. Doran
Ronda K. Johnson

DISTRICT #11

Fort Vancouver

Juliana E. Eisenhart
Dorothy H. Estribou
Amy D. Gilmore
Michelle E. Jacomini
Kimberly Welsh Malen
Shannon J. Starr
Irma L. Tillotson

DISTRICT #14

Whitman

Scott L. Westgate

DISTRICT #15

Tri-Cities

Bonnie E. Hinckley
Nancy J. Serna

DISTRICT #16

Skagit-Island-San Juan

Marci Mishler
Germain R. Orteneau
Heidi Shaw

DISTRICT #17

Kitsap County

Elizabeth M. Edwards

District #2, King County Nurses Association Update

KCNA Kicks Off the Season with Health Seminar

"Medical and Nursing Errors: Scope of the Problem," was the keynote address at King County Nurses Association's annual Fall Kick-off Event on Saturday, September 22. Lorie Wild, RN, PhD presented statistics and case studies to demonstrate the impact of medical errors, and how their documentation and analysis can help to improve processes and avoid future errors.

Following the keynote address, concurrent sessions were held in "Ethical Issues in Chronic Care: What To Do When Things Go Wrong" and "Working Effectively with Attorneys on Medical Malpractice Cases." All of the sessions were extremely well received, and earned CEARP credits for participants.

KCNA Mini-Grants to Fund Community Health Projects

Do you have a "pet" community health care project? King County Nurses Association will award three \$500 Community Mini-Grants to nurse members who coordinate community-based health programs.

The awards will go to projects that:

- address a current health need in King County,
- involve at least one KCNA member,
- show collaboration with at least one local non-profit 501(c)3 organization,
- will be implemented and completed between January 1 and June 30, 2002, and
- involve participation of nursing students, RNs and other health care professionals, if possible.

Grants cannot be designated for invasive medical procedures, human subjects review or to lobby government officials or influence legislation.

The application deadline is November 30, 2001. Mini-grants will

be awarded in December 2001. For information or to receive an application, please call KCNA at 206/545-0603.

Looking Ahead: KCNA Scheduled Events

Nurse Legal Consultants Special Interest Group: Thursday, November 29, 7-9 p.m. at the Good Shepherd Center.

"Palliative Care" by Carol Leppa, RN, PhD (2.4 CEARP credits): Tuesday, January 22, 6:30 - 9 p.m., Good Shepherd Center.

"An Integrative Approach to Menopause" by Susa Holt, ND, PA-C (2.4 CEARP credits): Thursday, January 31, 6:30 - 9 p.m., Good Shepherd Center.

District Meeting, plus "Health Care Delivery in Belize" by Jim Hunziker, MSN, RN, CS, CRRN: Tuesday, February 5, 6 - 7:30 p.m., Good Shepherd Center.

District #16, Skagit-Island-San Jaun

District 16 held an evening of Relaxation and Stress Management on October 25th from 5pm-9pm at the Hope Island Inn. A CE session on Ergonomics was presented by John Furman from the Dept. of Labor and Industries. The evening event began with a buffet dinner, complete with door prizes, a massage therapist on site to pamper guests, a silent auction to help fund the scholarship and education interests of district members and students. The cost for this wonderful evening was only \$20.00 for each person attending.

Davies Pearson, P.C. Attorneys at Law



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

920 Fawcett, Tacoma, WA 98402
(253) 620-1500
mbersante@dpearson.com

Continuing Education

November 2001 through September 2002

Note: WSNA's CEARP (Continuing Education Approval & Recognition Program) is accredited as an approver by the American Nurses Credentialing Center's (ANCC) Commission on Accreditation until August 31, 2005. If you wish to apply for WSNA/ANCC approved contact hours for your educational activities, please request the latest CEARP Guidelines Packet (\$30) from WSNA's Practice and Education Specialist at 206/575-7979, Ext. 3005.

NOVEMBER 2001:

Anger Management; Nov. 1; Tacoma, WA; Contact Hours: 3.5; Fees: \$39; Contact: A.

Assessment of the Older Adult; Nov. 3; Bellevue, WA; Contact Hours: 7.3; Fees: \$99; Contact: B.

Therapeutic/Healing Touch; Nov. 3-4; Bellevue, WA; Contact Hours: 16.6; Fees: \$245; Contact: B.

Foundations in Chemotherapy Practice; Nov. 5-6; Seattle, WA; Contact Hours: 16.5; Fees: \$260; Contact: C.

Rash Bash With A Dermatology Millionaire; Nov. 6 & 13; Bellevue, WA; Contact Hours: 5.2; Fees: \$79; Contact: B.

Behavioral Health Matters: Promoting Positive Outcomes in All Care Settings; Nov. 8; Bellevue, WA; Contact Hours: 7.3; Fees: \$99; Contact: B.

National Conference on Correctional Health Care; Nov. 10-14; Albuquerque, NM; Fees: \$225-275; Contact: National Commission on Correctional Health Care: 773/880-1460.

Rapid Response: Essential Skills for Urgent Clinical Situations; Nov. 13; Seattle, WA; Contact Hours: 7.3; Fees: \$195; Contact: C.

Wound Care Update 2001: Does Time Heal All Wounds?; Nov. 14-15; Seattle, WA; Contact Hours: 16.3; Fees: \$160-\$260; Contact: C.

Optimizing Clinical Benefits With Hepatitis C Therapy: Augmenting Adherence to Therapy; Seattle; November 16; Contact Hours: 4; Fees: None; Contact: AdvancMed, LLC: 800/396-9577; www.AdvancMed.org.

Suturing and Laceration Management Workshop; Nov. 30 & Dec. 1; Bellevue, WA; Contact Hours: 11.5; Fees: \$200; Contact: B.

DECEMBER 2001:

2nd Annual Conference on Home Care; Dec. 4; Seattle, WA; Contact Hours: 7-14; Fees: \$160-\$290; Contact: C.

27th Annual Update in Gerontological Nursing: Healing the Generations: Handling Sensitive Family Issues in the Care of Older Adults; Dec. 5; Seattle, WA; Contact Hours: 7-14; Fees: \$160-\$290; Contact: C.

Systems for Evidence-Based Decisions During A Nursing Shortage; Dec. 6-7; Seattle, WA; Contact Hours: 17.4; Fees: \$685; Contact: Van Slyck & Associates: 602/906-1800.

JANUARY 2002:

Clinical Update for School Nurses; Jan. 25-26; Seattle, WA; Contact Hours: 12; Contact: C.

FEBRUARY 2002:

11th Annual Western Migrant Stream Forum; Feb. 1-3; Sacramento, CA; Contact: Northwest Regional Primary Care Association: 206/783-3004.

4th Annual Clinical Update in Midwifery; Feb. 6; Seattle, WA; Contact Hours: 7; Contact: C.

Cardiovascular Conference; Feb. 14-15; Seattle, WA; Contact Hours: 8-16; Contact: C.

Annual Neuroscience Symposium; Feb. 14-15; Seattle, WA; Contact Hours: 8-16; Contact: C.

Providing Health Care to Diverse Populations; Feb. 26; Seattle, WA; Contact Hours: 8; Fees: \$160-\$290; Contact: C.

CONTACTS:

A Pacific Lutheran University School of Nursing Continuing Nursing Education
Tacoma, WA 98447-0003
253/535-7683
www.plu.edu/~ccnl/

B Bellevue Community College Continuing Nursing Education Health Care Programs, Room B134
3000 Landerholm Circle SE
Bellevue, WA 98007-6484
425/564-2012

C University of Washington School of Nursing Continuing Nursing Education
Box 357260
Seattle, WA 98195-7269
206/543-1047
www.uwcne.com

November 2001 through September 2002

MARCH 2002:

Pediatric Drug Therapy; March 5;
Seattle, WA; Contact Hours: 8;
Contact: C.

Postpartum Depression; March;
Seattle, WA; Contact: C.

**Rapid Response: Essential Skills for
Urgent Clinical Situations;** March 18;
Seattle, WA; Contact Hours: 7.3;
Contact: C.

APRIL 2002:

Geriatric Drug Therapy; April 9;
Seattle, WA; Contact Hours: 8;
Contact: C.

**Pacific NW Ambulatory Care
Nursing;** April 24-25; Seattle, WA;
Contact Hours: 8-16; Contact: C.

**Foundations in Chemotherapy
Practice;** April 29-30; Seattle, WA;
Contact Hours: 16; Contact: C.

MAY 2002:

Women's Drug Therapy; May 14;
Seattle, WA; Contact Hours: 8;
Contact: C.

Clinical focus on Women's Health;
May 15; Seattle, WA; Contact Hours:
7; Contact: C.

Adult Drug Therapy; May 21;
Seattle, WA; Contact Hours: 8;
Contact: C.

JUNE 2002:

Neuropsychotropic Drug Therapy;
June 14; Seattle, WA; Contact Hours:
8; Contact: C.

SEPTEMBER 2002:

2002 WSNA Leadership Conference;
Sept. 28-Oct. 1; Chelan, WA; Contact:
WSNA: 206/575-7979.

INDEPENDENT SELF STUDY COURSES:

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

**Simms 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.

*Contact the following providers of
independent study courses to request
placement on their mailing lists:*

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509/324-7356 or 800/281-2589
www.icne.wsu.edu

**University of Washington School of
Nursing
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Box 357260
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A cellular program offered to Washington Nurses Association

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add'l min \$0.40	add'l min \$0.35	add'l min \$0.35	add'l min \$0.35	add'l min \$0.25	add'l min \$0.25	add'l min \$0.20
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Local calling area = All of WA, all of OR and N. ID

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Washington State Nurses Association

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RN Required – Local Unit or union experience preferred

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For more information contact: Barbare Frye, Director of Labor Relations, WSNA
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Order by November 15, 2001 (4 weeks shipping)

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Seattle, WA 98188

Fax order to: Deb Weston 206-575-1908

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3X-Large	_____	\$32.00	_____
4X-Large	_____	\$34.00	_____
5X-Large	_____	\$34.00	_____
WSNA Water Bottle	_____	\$3.00	_____
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Size	Quantity	Price	Total
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WSNA Hall of Fame Awards Reception

Friday March 8, 2002
Doubletree Guest Suites
16500 Southcenter Parkway
Seattle, WA 98188

Located at Southcenter Mall just South of the intersection of Southcenter Parkway and Strander Blvd.

Registration Form 2002 Hall of Fame March 8, 2002 5:30–7:00 pm

Price per person \$30.00

Number of people in your party _____

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(please list names of other guests at bottom of form)

Name: _____

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Guest Names: _____

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