

THE WASHINGTON NURSE

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THE WASHINGTON NURSE

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ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

April 2002

- 26 Statewide Local Unit Council
- 27 WSNA Constituent Representative Council

May 2002

- 10 Dues Structure Task Force
- 11 Finance Committee
- 11 Board of Directors Executive Committee
- 22 WSNA-PAC
- 24 Cabinet on Economic and General Welfare Work Day
- 27 Office Closed—Memorial Day Observed

June 2002

- 7 Cabinet on Economic and General Welfare
- 8 ANA/UAN Delegate Orientation

July 2002

- 4 Office Closed—Independence Day Observed
- 13 Professional Nursing and Health Care Council
- 26-27 WSNA Board of Directors
- 27 Washington State Nurses Foundation Annual Meeting

Important Dates in 2002

April 25

Council of Nurse Educators in WA State (CNEWS),
Spokane, WA

May 9

King County Nurses Association Spring Banquet

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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INFORMATION RESOURCES AVAILABLE WSNA WEBSITE

<http://wsna.org>

As I write, WSNA is still glowing from the successful passage of our legislation to prohibit mandatory overtime. My heartfelt thanks to each of you who worked hard for passage of this important measure. Patients in Washington State will receive safer nursing care when nurses are allowed to make a decision as to whether or not they are able to work overtime without fear of loss of their job.

A shadow is cast on this victory by the Washington State Legislature as it finalizes a state budget to adjust for a shortfall of \$1.6 billion dollars. This shortfall is the result of several factors including decreased revenues from voter approved initiatives, decreased revenues from legislative approved initiatives, decreased revenues from an economic down turn, increased costs for health care and voter approved increased funding for education and teachers. Legislators have agreed to many measures that will close the gap between revenue and expenditures. I believe it is essential for nurses to consider these decisions and the implications of them, as some measures will adversely affect health care in Washington for years, if not decades, to come.

The Legislature is going to take money from Washington's tobacco settlement to supplement other sources of revenue. In order to do this, the state will sell the rights to one-quarter of all future payments for about \$500 million dollars. While this might seem attractive in the short run, dollars diverted from preventing people from smoking and helping others with smoking cessation will drive up the cost of health care in future years. Smoking is linked to numerous health problems including lung cancer, chronic obstructive pulmonary disease and heart disease. Money will also be diverted from funding health care, another of the intended uses of the tobacco settlement and ironically it is health care that is a

part of what is driving up the budget short fall. Where will the state get money for health care when the tobacco settlement runs out and there is no sustainable source of funding?

Revenue for public health was decreased substantially when voters approved the elimination of the motor vehicle excise tax (I-695) that was later voted in by the Legislature when the measure was ruled as invalid. Last year the legislature restored only 90% of the original funding, much of which was proposed to be cut in this year's budget. After intense lobbying, the final budget continued this reduced level of funding for one additional year. Furthermore, federal money for health departments to prepare for bioterrorist attacks cannot be used for ongoing public health activities.

Reduced state funding for public health will have long-term implications! We may witness an increase in communicable diseases because health departments are unable to provide surveillance or contact exposed individuals. It can cost tens of thousands of dollars to care for one person with multi-drug resistant tuberculosis for one year. A person who is newly infected with HIV will likely take several very expensive anti-viral drugs for years; perhaps decades. Since many of the major health advances of the last one hundred years are attributable to public health—including immunizations, clean water systems, and improved maternal/child health—it seems imprudent to cut a proven cost-effective service.

Programs at the Department of Social and Health Services *will be cut \$180 million dollars*. This may translate into people who need health care going without services when they lose eligibility for state funded programs or when programs are eliminated. Reduced services will lead to uninsured people waiting longer for care and seeking it when their health problems are more

serious. Health research shows that for every one dollar spent in prevention saves three dollars in illness care. You would think we learned years ago that prevention and care when problems are minor is cost effective—but that does not seem to be the case.

Finally, the budget cuts higher education by \$54 million. Four-year colleges must reduce costs by 5% and community colleges must reduce costs by 3%. Tuition may be raised as well, as much as 16% at the University of Washington and Washington State University, 14 % at regional colleges and 12% at community colleges. This is dismal news for health care when we need to be increasing the supply of nurses in our state to deal with a potential health care crisis as the nursing work force ages and the supply is insufficient to keep up with demand.

There are several lessons to be learned. Each of us has a responsibility to consider our decisions as voters and what might be the future outcome. Who we vote for and the decisions he or she will make as legislators will affect us as nurses and as health care consumers. WSNA has vigorously lobbied to preserve health care funding. I hope each of you understand that this is an important role of your association. Health care is a non-partisan issue and we will continue to advocate for legislation that allows nurses to provide care to people in need. Finally, I encourage each of you to become involved in the political process in your work place, in your community, in the state, and in WSNA so that we can assure the voice of nursing is heard whenever decisions that affect nurses and patients are made. Each of you is an expert in nursing and health care and we will all benefit from your wisdom and shared expertise.

Louise Kaplan, PhD, MN, ARNP
WSNA President

WSNA Succeeds in Passage of Legislation to



Prohibit Mandatory Overtime for Nurses

Nurses in Washington State will soon be protected from mandatory overtime, a practice that is dangerous for patient care and registered nurses. The Washington State Legislature on March 8th passed ESB 6675, a bill that will protect nurses from dismissal and discipline when refusing overtime work. Governor Locke signed the bill into law on March 29th.

Prohibiting the use of mandatory overtime was WSNA's top priority this legislative session. Washington is one of only six states to pass legislation on mandatory overtime. The passage of this bill puts Washington State in the forefront of those states with laws on mandatory overtime, with the most stringent regulation protecting patients and nurses.

With strong leadership from the prime sponsors of the legislation – Senator Margarita Prentice, RN, and Representative Eileen Cody, RN – the legislation gained strong momentum with the help of all the nurses who contacted their legislators. WSNA, joined by the other nursing unions, worked very hard to reach a compromise agreement with the Washington State Hospital Association in order to pass this critical legislation.

“This is a huge victory for quality patient care. Forcing nurses to work overtime above their regularly scheduled shift is not safe for patients,” said Louise Kaplan, PhD, ARNP, WSNA President. Health care experts tell us that long hours take a toll on mental alertness and requiring nurses to work overtime when they are already exhausted can result in serious medical mistakes, medication errors, transcription errors and errors in judgment. Studies have linked infection outbreaks at hospitals to excessive overtime work. In addition to the health risks, mandatory overtime also takes its toll on the working family. Many nurses are left to make last minute arrangements for childcare or other pre-planned activities such as classes.

The use of mandatory overtime also drives nurses away from the profession, thus exacerbating an emerging nursing shortage that is expected to worsen dramatically over the next 10 years. Judy Huntington, MN, RN, WSNA Executive Director, emphasizes that



President Louise Kaplan celebrates passage of Mandatory Overtime Bill with WSNA Lobbyist Tammy Warnke

*To see the complete text of the legislation, go to www.leg.wa.gov click on “bill info” and then type in “6675”.
To see how your legislator voted, click on “Roll Call Votes” at the bottom of the same page.*

“recruitment alone will not solve the nursing shortage. This bill is a giant step towards improving the workplace in order to recruit more people into the profession and retain experienced nurses.”

Highlights of ESB 6675:

1. Prohibits health care facilities from requiring an employee who provides direct patient care or clinical services to work

overtime in excess of an agreed upon, predetermined, regularly scheduled shift not to exceed 12 hours in a 24 hour period or 80 hours in a 14 day period.

2. Provides protection to nurses who refuse overtime by prohibiting employers from using the refusal as grounds for discrimination, dismissal, discharge, threat of reports for discipline or any other penalty.
3. Includes an exception in the

case of any unforeseen declared emergencies, when a health care facility's disaster plan is activated, or any other disaster/catastrophic event that increases the need for health care services.

4. Includes exception for when the employer has exercised reasonable efforts in finding volunteers or temporary staff to work overtime. This does not apply in addressing chronic staff shortage.



Mandatory Overtime Bill Hearing crowded to overflow capacity



Nurses celebrate with bill sponser, Senator Margarita Prentice and WSNA Lobbyist Tammy Warnke after Governor Locke signs bill into law



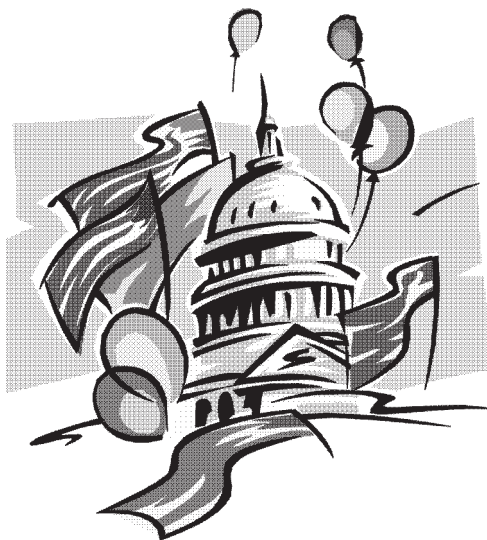
E & GW Cabinet Chair Kim Armstrong (right), President Louise Kaplan (center) and Dawn Morrell (left) provide testimony on Mandatory Overtime bill before House Commerce and Labor committee

Mark Your Calendars!!!

2003 WSNA Convention Summit
“From Common Ground to Common Dreams”

MAY 2–3, 2003
DoubleTree Guest Suites, South Center
Seattle, WA

20th Annual



Nurse Legislative Day

Nearly 300 nurses and nursing students throughout Washington State braved the snow and gathered in Olympia on Monday, January 28th for the 20th Annual Washington State Nurses Association Political Action Committee's (WSNA-PAC) Nurse Legislative Day.

It was a day with educational programs and hearings on our mandatory overtime legislation. The WSNA Legislative & Health Policy Council started the morning with a presentation on the nursing shortage and mandatory overtime legislation. Don Sloma, Executive Director of the Washington State Board of Health, was the keynote speaker. He challenged the nurses to take part in political action in order to make a positive impact for nursing in public health. Following the keynote address, nurses attended three concurrent workshops on Grassroots Political Action, Bio-terrorism Preparedness for Public Health, and Solutions to Rising Prescription Drug Costs.

A luncheon reception this year was held at the Capitol Rotunda and drew many legislators. The Legislator of the Year Award was presented to Rep. Steve Conway (D-29th) for his strong support of nursing and quality health care. Rep. Conway has been a champion for tough ergonomic standards in the workplace, needlestick injury

protection and legislation to prohibit mandatory overtime.

In the afternoon, nurses and nursing students had the opportunity to attend a hearing on our mandatory overtime legislation in the House Commerce and Labor Committee. WSNA President Louise Kaplan, PhD, ARNP, along with WSNA members Dawn Morrell, CCRN, and Kim

Armstrong, RN, testified in front of the committee. "The increasing use of mandatory overtime among nurses is a dangerous practice that has contributed to a recent exodus of nurses from hospitals and a decline in safe, quality patient care," warned Louise Kaplan.

A delegation of WSNA leaders also had the opportunity to meet with Governor Locke in the afternoon. Topics of discussion included the nursing shortage, public health funding, and mandatory overtime. Separate meetings were also held with the Governor's Director of Labor Policy about mandatory overtime and the nursing shortage and with the Director of Education Policy on nursing faculty shortages, faculty salaries and funding for nursing scholarships and loans.

WSNA-PAC Board of Trustees would like to extend their sincere thanks to all who participated in this exciting day and everyone who made a contribution towards WSNA-PAC.



Representative Steve Conway (D 29th), WSNA Legislator of the Year, addressed nurses at Legislative Day



Spokane Nurses at Leg Day: (left to right)
Claudia Knoll, Marty Avey, Nicole Burnett,
Danielle Stone, Lori Harrington, Katie Kirkendall,
Shelly Romanyszyn, Tanya Walling, Molly O'Brien
Sauerissig and Megan Parker

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

**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**



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Connecting the Mind to What Matters

Letter to the Editor

Dear Editor—I just had to email all of you at WSNA to say congratulations on your recent success in passing the mandatory overtime legislation. As a nursing student at Shoreline Community College in Seattle, Washington, I was highly encouraged to attend the Nurse Legislative Day in Olympia last January. I did. As such, I had the honor of attending your legislative hearing and listening to the powerful, strong and legitimate speeches given by you incredible nurses.

I was so proud that day, especially when one of the legislators thanked the room of nurses and firefighters for their service to the community.

Remember? - The whole room just broke out and roared with cheers and applause. What outstanding speeches each of the nurses gave. My heart was in my throat listening to the truths spoken by them. I just knew it would pass!

My mother, a retired R.N. from Texas, dealt with the same overtime issues for 45 years until her retirement. When I told her the good news, she was very, very pleased and told me just how important for nurses this decision is. You and your organization of incredible people have made an invaluable contribution to OUR future. Thank you SO much, as a future R.N., for making such a huge difference in my life and that of all nurses across the state.

Having seen firsthand now how nurses can move mountains, I can only look forward to joining WSNA when I graduate and offering my efforts to improve our wonderful industry as well. You have set a precedence for future Washington nurses, and for other states who hope to follow in our footsteps. GREAT JOB!!!

Thanks for never giving up. And most of all, thank you for making this a better industry for all nurses, and a safer place for our beloved patients!

Senior nursing students, Charlene Smith and my cohorts at S.C.C. We love you!!!!

Registered Nurses Inducted into WSNA Hall of Fame

Six registered nurses were inducted into the Washington State Nurses Association (WSNA) Hall of Fame at an awards reception held in their honor March 8, 2002 at the DoubleTree Guest Suites (Southcenter) in Seattle.

The Hall of Fame awards are given every two years to up to six deserving registered nurses in recognition of their lifelong contributions and achievements in professional nursing and for their leadership in the advancement of nurses and healthcare in Washington State. The Honorees for 2002 were:

Barbara Curtis, RN, has been a political activist and tireless advocate for nursing involvement in local, state and national legislative and political systems. As the President of WSNA from 1970-1974, Barbara was instrumental in the development of the first nursing political action committees in Washington State and went on to spearhead the establishment of American Nurses Association's (ANA) first political action committee. The ANA's prestigious *Political Nurse Award* is named for her.

Eunice Cole, RN, BSN, is a long recognized national leader in nursing. Her distinguished nursing career includes such diverse roles as staff nurse, clinical instructor, nurse administrator and owner of a health care business. Eunice served as WSNA President from 1974-76 and went on to serve as a member of the ANA Board of Directors from 1980-1982 and was elected and served as the national ANA President from 1982-86.

Senator Rosa Franklin, RN, is the first African-American woman elected to the Washington State Senate. She represents Tacoma's 29th legislative district. Senator Franklin dedicated 42 years of her life to the nursing profession caring for those in need. As a legislator, she has made a significant contribution towards improving the quality of life and health care for our communities.

Patty Longstreet Hayes, RN, MSN, is currently the Director of Policy, Legislative and Constituent Relations for the Washington State Department of Health. Patty has applied her nursing background to a distinguished political activist and health policy career that includes lobbying efforts on a variety of nursing/health care issues and health care policy both locally and nationally. She served as Executive Director of the Nursing Care Quality Assurance Commission and her longstanding involvement with WSNA includes the roles of Lobbyist, Director of Nursing Practice, and Executive Director.

Senator Margarita Prentice, RN, currently represents the 11th legislative district in Seattle. During her more than 45 years of nursing experience, Senator Prentice has served in almost every nursing capacity from emergency room nurse to director of nursing. She served as First Vice President of WSNA from 1968-1972 and later as a staff member in the labor program of WSNA. She has incorporated her nursing background throughout her career as a legislator and continues to champion health care issues and nurses.

Louise Shores, RN, EdD, is currently the Education Consultant at the Oregon State Board of Nursing. Louise served as WSNA President from 1976-79 and as the Treasurer of ANA for four years. Her professional experiences in Washington State include roles as staff nurse, head nurse and Associate Director of Nursing at Harborview Medical Center and Clinical Professor at University of Washington in Seattle.

Each was selected to the WSNA Hall of Fame for demonstrating excellence in the areas of patient care, leadership, education, public service, nurse advocacy, heroism, patient advocacy, or clinical practice, and for achievements that have lasting value to nursing beyond the inductee's lifetime. In addition, each has been a longstanding, committed member of WSNA and, through sustained, lifelong contributions, has demonstrated excellence that has affected the health and/or social history of Washington State.

"I am so pleased for this opportunity to recognize these wonderful leaders of the nursing profession and WSNA. Their legacy and contributions towards nursing and the advancement of nurses have had a tremendous impact for all the people in Washington State," said Louise Kaplan, PhD, ARNP, WSNA President.

A transcript of the tributes for each honoree will be placed in the Hall of Fame section of the WSNA website at www.wsna.org very soon.



Louise Kaplan, WSNA President, addresses Hall of Fame audience



American Academy of Nursing "Living Legend" Jean Benoliel with Eunice Cole at Hall of Fame event



Lots of food at Hall of Fame event!!!!



2002 WSNA Hall of Fame Honorees: (left to right) Louise Shores, Patty Hayes, Eunice Cole and Barbara Curtis



1996 WSNA Hall of Fame Awardees: (left to right) Betting Harrington, Betty Anderson and Jan Holloway pose with Nadine Davis at 2001 reception



2000 WSNA Hall of Fame Awardees: (left to right) Muriel Softli, Elizabeth Thomas, JoAnna Boatman and Mary Lee Bell enjoying the evening

Economic & General Welfare Update

Spokane St. Luke Rehab Nurses Vote to Join WSNA

On February 21, the Registered Nurses and Case Managers of St. Luke's Rehabilitation Institute (SLRI) in Spokane voted more than 2 to 1 for representation by WSNA. St. Luke nurses join the Spokane Veterans Home as the second new unit in Spokane this year. *WSNA now represents 98% of RNs in Spokane!*

St. Luke nurses demonstrated impressive unity and resolve despite the usual employers misinformation campaign, which also included mandatory anti-union mass meetings, one to ones, and mailings. Management tried to portray WSNA as 3rd party outsiders, divisive, and interested only in increasing our dues income. Nurses were told WSNA had its own agenda for St. Luke that exclude RNs from determining their contract proprieties. And as expected additional management scare tactics included strike talk.

Meanwhile, Nurses and Case Managers were focusing on their goals to improve patient care. Their increasing patient care loads compromised quality and safety. They were concerned about routine overtime, secondary to increased paperwork related to billing processes. They were frustrated by lack of orientation, education, and basic patient care materials & equipment. They lacked meaningful disciplinary and grievance procedures, with management's actions often appearing capricious and personal. Staff lacked job security, which directly impacted

their ability to be patient advocates. They were also concerned about the difficulty in attracting and retaining quality staff with SLRI wages and benefits significantly below the other area (WSNA) facilities. The whole bargaining unit pulled together around these issues, and they stayed together. Their impressive win puts them in a very strong bargaining position from which to negotiate their first contract.

The new Local Unit is working on Local Unit Rules and will soon have their first election of officers. They hope to be at the negotiating table very soon.

**"WSNA
now represents
98% of RN's
in
Spokane!"**

Working with WSNA Organizer Barbara Foster, the SLRI Organizing Committee included staff from all units and shifts at St. Luke's. They include: Janice Abel, Valerie Brock, Brenda Huynh, Lynn Johnson, Stanna Laprath, Judy Overdorff, Cheryl McDaniel, Chris Pardue, Jacque Parke, Shannon Scharf, Les Smith, Dale West, and Pat Wood.

They worked with passion, intelligence, grace under pressure, diligence and persistence. They deserve our applause, thanks and support. Please make them welcome.

Holy Family Completes Contract Negotiations in Record time!

Not only did Holy Family settle their recent contract negotiations in a record time, they also made great gains that will benefit all Spokane nurses. Highlights include:

Substantial improvements in staffing protections:

The hospital agreed to include in the contract the judgment of the charge nurse in staffing decisions; to create Resource RN positions for non-critical care areas and a commitment by the hospital to review the entire patient care delivery system. The system developed by the committee will than be used to set annual FTE staffing levels on each unit.

Preceptor Program:

A task force to examine the entire program composed of WSNA members and management will be convened and will make recommendation by Dec 1, 2002. Further, it was agreed that the preceptors will work one to one with the resident after the individual has completed hospital orientation. Finally the team negotiated language designed to limit the hospital's assignment of charge nurse responsibilities to preceptors.

Wages and Premiums:

The team achieved total increases for all nurses of approximately 21% over the life of the contract. This does not include the increases possible as a result of the new additional steps. The fifteen year step is moved to sixteen, so that there will no longer be a three year gap between year 15 and year 18. Additionally, the hospital agreed to move the 25-year step

to 23. And a 26-year step was added in the first year and a 29-year step was added in the second year.

Previous Experience Credit:

Newly hired nurses will be hired in a year-for -year credit that will allow for better recruitment of new nurses.

Shift differential:

2002 Eve \$1.60
2002 Nights \$2.15
2003 Eve \$1.80

2003 Nights \$2.40

2004 Eve \$2.00

2004 Nights \$2.75

Standby:

Increased to \$3.00 in the 2nd yr.

Charge Nurse:

Increased to \$1.50

Vacation Time:

Nurses with 25 years or more years of service will get an additional day of vacation in the 3rd year.

WSNA E&GW Staff Comings and Goings

After nearly 4 years with WSNA, attorney **Walt Dunleavy** has moved to Pennsylvania. We're all sorry to see Walt go, but since his new home will include his new wife, we understand. *Best Wishes Walt!*

Darlene Delgado, RN, has joined WSNA as a Nurse Rep. Darlene comes from the Evergreen Hospital Local Unit where she Local Unit Chair. Darlene has extensive experience in Maternal Child Nursing at Evergreen, Northwest Hospital and Children's Hospital in San Francisco. She attended Washington State University and graduated from Shoreline Community College AD program.

Julia Lear, JD joins the WSNA legal team as General Counsel. Julia graduated from Santa Clara School of Law with a JD and University of Oregon with a BA in International Studies. She brings experience as a Public Defender in Seattle, a staff attorney for the

Northwest Justice Project and staff attorney at La Raza Centro Legal in San Francisco. She has traveled extensively, working on various Human and Women's rights issues, and is an active volunteer with the Northwest Women's Law Center and the Washington Women's Political Caucus. She recently returned from Cuba where she was a member of a delegation dealing with women's issues, which was headed by Senator Maria Cantwell.

Jesse Kessler, RN, will join the E&GW staff as the newest Nurse Rep in early May. Jesse is the Local Unit Chair at Kadlac Medical Center in Richland. He also is a grievance officer and a member of the negotiating team. Jesse currently is an ICU nurse, has worked on the surgical unit and has been a Home Health Nurse. He received his AD in Nursing from Walla Walla Community College, an Assoc. of Science Degree in Computer Science from Columbia Basin College and will soon

complete his B.S.N. at Washington State University. He is also in the Army Nurse Corp and holds the rank of 1st Lt.

Kathi Landon, RN, WSNA Nurse Rep has been appointed to the Health Care Panel on the Governor's Industrial Safety and Health Advisory Board. She will serve on a committee that will be planning the 51st Governor's Industrial Safety Conference, which will be held in Spokane in December 2002.

WSNA Chief Council **Liz Ford**, JD is expected to be appointed to the Civil Service Commission for the City of Seattle. As one of three commissioners, Liz will hear appeals involving the administration of the City's personnel rules and oversee the administration of the Civil Service Staff. Provided the confirmation process is successful (and we know it will be) Liz should be serving on the commission beginning in April.

WSNA Task Force Studies WSNA Dues Structure for Possible Changes

Last year, at the recommendation of the WSNA Finance Committee, the WSNA Executive Committee appointed a Dues Structure Task Force to work with WSNA staff to develop possible recommendations for changes to the current dues structure. The charge to the task force is to review the current dues structure, categories of membership, evaluate the possible need for a WSNA dues increase and to make recommendations to the WSNA Finance Committee and WSNA Board for their consideration. The Task Force began meeting in October 2001 and has met several times since then, including a joint meeting with the District Presidents. The members of the WSNA Dues Structure Task Force include: Martha Worcester, WSNA Treasurer and Chairperson, Jan Bussert, Jean Pfeifer, Pat Lombard, and Deena Rauch.

The Task Force agreed that the overall goal is to have a dues structure that meets the following objectives:

- provides financial stability to WSNA
- is fair and proportionate to the member
- is simpler, more efficient to administer and easier to explain and understand

The Task Force also agreed that any dues increase should be based on what the association needs to operate effectively, to achieve financial stability, and to provide the resources necessary to take the association well into the future. The need is to not only maintain the organization, but to move forward as well. The Task Force agreed that any proposals considered must assure both short term and long range goals for financial stability, including inflation, paying off the remainder of the 1989 ANA loan, developing at least six months of operating reserves within 5 years and providing for growth of the organization.

The Task Force has been examining the dues structures and dues amounts of other State Nurses Associations and other unions to

benchmark with WSNA. Rather than charging a specific amount, many unions base their dues structure on a percentage of the member's gross monthly income with a cap on the amount that can be collected. For example, currently, 1199NW/SEIU dues are 1.0% of the member's gross monthly dues with a cap of \$60/mo or \$720/yr. The Task Force is considering whether this method or changes to the current WSNA dues adjustment factor will best meet the overall objectives.

The Task Force has also been looking at the current district dues structures, the variation in amounts, how these dues are collected and distributed and their impact on the WSNA dues collection. The Task Force is working with the District Presidents to try to reduce the number of different district dues amounts to no more than three.

Additionally, The Task Force will be looking at the current special categories of WSNA membership (Lifetime and Honorary) as well as exploring what, if any, special considerations may be available to provide incentives or membership options to nurses in specialty organizations and other unions.

Understanding the Current WSNA Dues Structure

WSNA members pay a combination of WSNA, ANA and District (DNA) dues. WSNA collects the entire dues amount and forwards the ANA portion and DNA portion of the dues accordingly. Of the remaining WSNA portion of the dues collected, 8% of the dues from WSNA members represented for collective bargaining are deducted and distributed equally: 4% of the dues from those members go to the Cabinet on E&GW Emergency/Discretionary Fund and 4% goes to the local unit fund of the agency where the nurse works. These are discretionary funds under control of the Cabinet and Local Unit leadership respectively. They are not available for WSNA general operations. That means that of the \$338.88 WSNA portion of the full-time BU member dues, WSNA retains only \$311.77 for a "full-time member equivalent." However WSNA does not collect this full amount on every member. In fact, WSNA has many categories of members who pay substantially less than full dues. WSNA has 8 different dues rate categories, including the discounted rates.

WSNA charges no dues for honorary members and lifetime members (see WSNA Bylaws). For example, in early 2001, there were 7,401 individual members paying dues, however, because of the reduced dues categories, this equaled only approximately 6,331 full-time member equivalents.

Currently, the combined ANA/WSNA/District dues for members working full-time and covered by a WSNA contract range from \$458.96 (\$38.52 per mo.) to \$522.26 (\$43.52 per mo.) depending to which District they belong. The annual ANA portion is \$120. There are 11 different amounts for yearly district dues for the 19 District Nurses Associations. These are: two at zero; three at \$5.00; two at \$7.50, four at \$10.00; one at \$10.50, one at \$15.00; two at \$17.50; one at \$18.50; one at \$20.00; one at \$26.00 and one at \$63.30. This means that there are more than 88 possible options for paying dues.

WSNA dues are adjusted annually on October 1st each year based on a formula approved by the membership in 1991. This past year the adjustment was postponed until January 1, 2002 to coincide with the ANA dues increase. The dues adjustment formula is calculated on July 1 each year and is based on the statewide average of the base wage rate for RNs in WSNA represented bargaining units. The average monthly salary is multiplied by 0.89% and again by 12 to determine the figure for annual WSNA portion of the dues.

As you can see, the current WSNA dues structure is cumbersome, confusing and difficult to explain and administer. Since the implementation of the dues adjuster in 1991, WSNA dues adjustments

have not kept pace with inflation and WSNA has experienced several extremely difficult years financially. The dues adjustment formula is not directly linked to inflation or to the average increases most nurse members receive in their contracts since most of the negotiated contracts have placed greater emphasis on increasing steps and salary increases on the mid to upper steps rather than on the base steps to which the dues formula is linked. In fact WSNA dues have risen minimally since 1991 while health, dental, business liability and other insurance continue to grow at double digit rates each year—as do the costs of

office space, heat and utilities. Additionally, WSNA programs and operations are highly staff and travel intensive accounting for more than 50% of the annual budget. The Task Force is committed to making recommendations that will meet the objectives above for financial stability, fairness and efficiency.

This is the first of several informational reports about the Task Force's work to date. Additional information about the Task Force's ongoing work and recommendations will appear in future issues of the *Washington Nurse*.

The Task Force is scheduled to meet again in May.

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The Employment Paper, for details.



❖ PNHCC Nursing Practice Update

Medication Administration by Unlicensed Direct Care Personnel.

There is an interest in many facilities throughout the country in using unlicensed personnel to administer medications. With the nursing shortage and an increase in long-term care residents in both nursing homes and community based settings a high level of interest has been generated.

In the Washington State's Expanded Nurse Delegation Act of 1996, facilities that did not traditionally hire registered nurses were included in the community-based settings and LPNs were not included in this expanded nurse delegation. Expect to see this trend on the move. This is an issue that the Professional Nursing and Health Care Council will be discussing during this biennium.

Registered Nurse As Circulating Nurse

The Nursing Care Quality Assurance Committee (NCQAC) is writing a position paper on the role registered nurses as the circulating nurse in the operating room in order to provide quality care for patients under anesthesia. The NCQAC will be working with the Washington State Council of Peri-operative Nurses (WSCPON) to write this paper.

Mutual Recognition of Nurse Licensure

Mutual Recognition of Nurse Licensure (Nurse Licensure Compact) is back on the WSNA radar screen. The Nurse Licensure Compact has been adopted by 16 states that have passed state legislation to create what is known as an Interstate Compact (IC). The IC is an agreement among states to coordinate certain activities

associated with nurse licensure and is designed to reduce multiple licensure requirements, enhance information sharing, and establish mechanisms for disciplinary actions associated with interstate practice (taken from the Washington State Nursing Care Quality Assurance Commission web site: <http://www.doh.wa.gov/nursing/multistate.htm>). ANA and WSNA have a number of concerns regarding the long-term impact of an interstate compact as it is currently proposed. For a discussion of the 14 points that ANA and WSNA are concerned about please see:

<http://nursingworld.org/gova/charts/intrst.htm>

Nursing Technicians

After three years of work by the Nursing Commission, the Nursing Technician Rules still remain unchanged, but are in the process of being repealed. At the Commission meeting in November 2001, it was announced that the Commission filed a CR 101 (Code Reviser Form). A CR 101 is filed when the Nursing Care Quality Assurance Commission intends to discuss a topic area for possible rule adoption, policy adoption or repeal. Rules writing workshops are held with interested persons to solicit their input. Language is developed at the workshops (or may be submitted to staff in writing if you are unable to attend). Three rules writing workshops were held in 1999 and 2000. Four Nursing Commission task force meetings were held in August and November of 2000 and again in April and July of 2001. The Nursing Commission is now in the process of filing a CR 102. The rules could be repealed as soon as October 2002 and the latest would be January 2003. More

information on these rules will be forthcoming.

Opt Out of Supervision for Certified Registered Nurse Anesthetists

The Centers for Medicare and Medicaid Services (CMS formerly known as HCFA) published a final rule on November 13, 2001 regarding the supervision of Certified Registered Nurse Anesthetists (CRNAs) by physicians, dentists, and podiatrists. The rule gives states an opportunity for their governors to "opt out" of an unnecessary and confusing Federal requirement.

A meeting was held on March 6, 2002 by the Department of Health to provide input on this issue to the Medical and Nursing Commissions and the Board of Osteopathic Medicine and Surgery from interested stakeholders. The governor may "opt out" by sending a letter to CMS in which he would attest to:

1. removal of supervision requirement is in the best interests of the state;
2. removal of the supervision requirement is consistent with state law;
3. and some form of consultation has occurred with the Nursing and Medical Commission in making this determination.

The Department of Health has held a joint meeting of the Nursing and Medical Commissions and the Osteopathic Board to discuss this issue and receive stakeholders' comments. The consultation document is scheduled to be sent to the governor on June 1, 2002. Governor Locke is not expected to make a decision on this matter until later in June.

PNHCC Nursing Practice Update ❖

Mandatory Reporting of Abuse to the Disabled and Elderly

Remember that as nurses we are mandated to report abuse and neglect of vulnerable adults.

If you have reasonable cause to believe that a vulnerable adult has been physically or sexually assaulted, you must report the abuse:

- a. call 911 immediately;
- b. call DSHS immediately.

If you have reasonable cause to believe that a vulnerable adult has suffered some other form of abuse—including abandonment, financial exploitation, neglect or psychological abuse—nurses must report the abuse:

- a. call 911 immediately.

Remember that ***you must personally report*** the abuse or neglect. Telling your supervisor, or

completing a report for your agency is not enough. Failure on the part of a mandatory reporter to report suspected abuse or neglect of a dependent adult is a crime. You can be criminally prosecuted if you do not follow the above requirements.

King County call:

- a. 1-800-562-6078 (if the crime occurred in a boarding home, and adult family home, or a nursing home.)
- b. 1-800-346-9257 (if the crime occurred anywhere besides a boarding home, adult family home, or a nursing home.)
- c. 1-866-221-4909

Spokane, Grant, Okanogan, Adams, Chelan, Douglas, Lincoln, Ferry, Stevens, Whitman and Pend Oreille Counties call:

1-800-459-0421

Yakima, Kittitas, Benton-Franklin, Walla Walla, Columbia, Garfield, and Asotin Counties call:

1-877-389-3013

Snohomish, Skagit, Island, San-Juan, and Whatcom Counties call:

1-800-487-0416

Pierce County call:

1-800-442-5129

Kitsap County call:

1-888-833-4925

Thurston, Mason, Lewis, Clallam, Jefferson, Grays Harbor, Pacific, Wahkiakum, Cowlitz, Skamania, Klickitat and Clark Counties call:

1-877-734-6277



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On the Nurse Shortage Front

ANA and Nursing Profession Unveils Strategic Plan to Ensure Safe, Quality Patient Care And Address Root Causes of Growing Shortage

As the nation grapples with decreased nurse staffing in many settings today and predictions of an unprecedented shortage of nurses in the next decade, national nursing organizations have united around a shared vision for the future of the profession and developed a strategic plan to address the complex, interrelated factors that have created a growing shortage of nurses. The plan is organized around 10 key domains, including: leadership and planning, economic value, delivery systems/nursing models, work environment, legislation/regulation/policy, public relations/communication, professional/nursing culture, education, recruitment/retention and diversity.

A press release is available at: <http://www.nursingworld.org/pressrel/2002/pr0404.htm>

The full document, *Nursing's Agenda for the Future*, is available at www.nursingworld.org/naf

Nursing's Agenda for the Future identifies 10 domains or areas of work that need to be addressed to correct the nursing shortage. *Nursing's Agenda for the Future* is guided by a steering committee of 19 national nursing organizations. The steering committee will guide and monitor the overall work on the initiative. In addition, each organization is serving as a co-champion for one of

the domains, ensuring the coordination of and implementation of work plans that support *Nursing's Agenda for the Future*.

The steering committee includes:

- American Academy of Nursing;
- American Association of Colleges of Nursing;
- American Association of Critical-Care Nurses;
- American Association of Nurse Anesthetists;
- American Nurses Association;
- American Nurses Credentialing Center;
- American Organization of Nurse Executives;
- American Psychiatric Nurses Association;
- Association of PeriOperative Registered Nurses;
- Association of Women's Health, Obstetric and Neonatal Nurses;
- Emergency Nurses Association;
- Infusion Nurses Society;
- National Black Nurses Association;
- National Council of State Boards of Nursing;
- National League for Nursing;
- National Student Nurses' Association, Inc.;
- Nursing Organization Liaison Forum;
- Oncology Nursing Society; and
- Sigma Theta Tau International, Honor Society of Nursing.

President Bush's proposed 2003 budget included Support for Nursing Shortage

President Bush's proposed 2003 budget will include \$191.5 million

– a \$44 million increase – to strengthen the National Health Service Corps, which supports doctors and clinicians who serve in rural and inner-city areas that lack adequate access to care. The President's budget also will include a total of \$15 million – a 50 percent increase above last year's funding – to expand the Nursing Education Loan Repayment Program to help address the nation's growing need for nursing professionals.

With the increased funding, the National Health Service Corps will provide scholarships or loan assistance for approximately 1,800 physicians, dentists and other clinicians to practice in underserved areas. Nearly half of the program's clinicians currently serve in Community Health Centers, which provide health care to people regardless of their ability to pay and target services in areas where people face financial and social barriers to accessing high quality care.

The increase in the Nurse Education Loan Repayment Program will support 800 new nursing education loan agreements. The program repays the education loans of clinical care nurses who agree to work for two years in designated public or nonprofit health facilities that face a critical shortage of nurses.

Secretary Thompson, early in his tenure, identified the shortage of nurses as a critical national priority. HHS' 2002 appropriation for the program is \$10 million.

WSNA Launches Media Campaign on Nursing Recruitment and Retention

Washington State Nurses Association (WSNA) has launched a media campaign to address the issue of nursing recruitment and retention in Washington State. “*Nursing—a Career for Life*” is the theme of the campaign. It is a collaborative effort with health care employers and KOMO TV. Kick-off sponsors of the campaign are MultiCare Health Systems and Children’s Hospital and Regional Medical Center. A series of television messages featuring registered nurses will focus on the growth opportunities within nursing and the satisfaction/rewards of a career in nursing. Ads featuring nurses from Tacoma General aired in February and those featuring nurses from Children’s Hospital aired in March. WSNA is very excited about this opportunity to work with health care employers in addressing the critical issue of nursing recruitment and retention. A large component of this campaign is a link from KOMO TV (www.komotv.com) to an entire section devoted to this campaign. The website has information for those interesting in pursuing a career in nursing and information on the nursing shortage, WSNA, and National Nurses Week. Also included is an opportunity to nominate Nursing Heroes to be recognized on the website celebrating National Nurses Week. So be sure to check out the website and nominate your nursing hero today!

Special segments of this campaign are special messages saluting our nurses during the weeks surrounding National Nurses Week. We want to recognize and thank the nurses in our community for their dedication and hard work.

Nationally, Johnson & Johnson unveiled a nursing recruitment campaign with ads during the Olympics. Their campaign’s website (www.discovernursing.com) has excellent information on career opportunities in nursing.

WSNA is working to expand this media campaign to various regions throughout Washington State. For more information about this campaign, please contact Anne Tan Piazza at apiazza@wsna.org.



Seattle buses will be displaying the above ad during National Nurses Week

Spirituality, Health and Medicine Graduate Certificate Program

Personal Transformation

Professional Renewal

September - June One Weekend/Month

Discover spirituality's
role in health and mind/
body medicine.

Recover from professional
burnout in an intimate group
setting with diverse colleagues.



❖ Nursing News Briefs

UAN/ANA Delegate Orientation to Be Held

An orientation for WSNA delegates to the UAN National Labor Assembly and the ANA House of Delegates will be held on Saturday, June 8, 2002 at WSNA headquarters. Any WSNA members who are planning on attending either the UAN meeting or the ANA convention in Philadelphia in June are invited to attend the orientation. For more information or if you plan to attend, please contact Barbara Bergeron at WSNA at ext 3024 or by e-mail at bbergeron@wsna.org

For more information about the ANA convention please see the Jan/Feb 2002 edition of **The American Nurse** or go to:

<http://nursingworld.org/conventn/2002/>

FLASH –

The May/June issue of **The American Nurse** will include important information regarding proposed changes to the ANA Bylaws. WSNA delegates will be voting on these at the June meeting of the ANA House of Delegates.

Liz Thomas, ARNP Honored as Jefferson Award Winner

2000 WSNA Hall of Fame awardee, Elizabeth Thomas, ARNP was recently honored as one of six statewide recipients of the prestigious Jefferson Award for outstanding community service. Liz was nominated for her many years of providing care and comfort to children in need as a dedicated

pediatric nurse practitioner at the Odessa Brown Children's Clinic in Seattle.

"These six men and women reached out beyond themselves, beyond their own self-interests," P-I Editor and Publisher Roger Oglesby said at the ceremony. "Their work benefits all of us and makes this state a better place to live."

This is the 25th year the Seattle Post-Intelligencer has sponsored the Jefferson Awards in the state. Readers nominated nearly 200 people for consideration. One of the six winners will receive a national Jacqueline Kennedy Onassis Award in Washington, D.C., in June. The nationwide awards program is administered by the American Institute for Public Service in Wilmington, Del.

For the P-I article on the 2002 Jefferson Awards go to:

http://seattlepi.nwsourc.com/local/65069_jeff03.shtml

For the P-I's profile on Liz Thomas go to:

http://seattlepi.nwsourc.com/local/64841_thomas02.shtml

For more on Liz and why she was inducted into the WSNA Hall of Fame go to:

<http://www.wsna.org/snas/wa/hof/thomas.htm>

Pam Mitchell Appointed to National Patient Safety Committee

Pamela H. Mitchell, PhD, FAAN, Elizabeth S. Soule Professor & Associate Dean for Research, University of Washington School of Nursing, was recently appointed to the Steering Committee of the Patient Safety Research Coordinating Center. Pam is one of only three nurses on this

primarily physician-member committee that will examine issues, policies and practices related to patient safety.

Marie-Annette Brown Co-author's New Book: **When Your Body Gets the Blues**

One out of four women suffer from misdiagnosed and untreated symptoms of depression. These can include low energy, overeating, decreased interest in sex, irritability, sleep problems and difficulty concentrating, among other complaints. Until now, the only treatment for these symptoms was counseling and drug therapy.

In their new book, **When Your Body Gets the Blues**, Marie-Annette Brown, Ph.D., nurse researcher and professor at the University of Washington, and New York Times best-selling author Jo Robinson describe an alternative—a drug-free solution that works based on scientific studies by Brown and her research team at the UW School of Nursing. The book details a proven strategy for relieving the symptoms of "body blues" without medications using brisk outdoor exercise, increased exposure to daylight, and six readily available vitamins and minerals.

ANA's Bill of Rights for Registered Nurses available online

This statement of professional rights sets forth the workplace expectations and environments necessary for sound professional nursing practice. The document is available as a four-color poster and a user's guide brochure and can be found at:

<http://www.nursingworld.org/anp/pnewrel.cfm#BR21>

American Nurses Publishing Offers Book on Minority Nursing
Minority Nurse in the New Century, edited by Hattie Bessent, EdD, RN, FAAN is now available through ANA Publishing for \$23.95 for WSNA members and \$29.95 for non-members. It can be ordered online at www.nursesbooks.org or by calling 1-800-637-0323 and referencing publication #EOL21.

National Survey of Minority Nurses Provide Insights to Workplace Barriers

Nurses form the largest occupational group – 2.6 million – in the U. S. health care system. While the racial and ethnic make-up of the United States is surging toward greater diversity, a similar change in the nursing profession is yet to be seen.

<http://www.nursingworld.org/pressrel/2002/pr0222.htm>

Oregon Employment Relations Board Orders OHSU to Pay Strike Penalty

Oregon Health & Science University (OHSU) must pay nurses represented by the Oregon Nurses Association more than \$300,000 to make up for unfair labor practices during a recent strike, the state Employment Relations Board ordered recently. The decision follows a board ruling in January that OHSU broke the law by paying an extra \$7.50 an hour to hundreds of nurses who crossed the picket line. ONA nurses ended the strike last month after picketing for 58 days.

OHSU's bonus payments broke faith in bargaining with the union because they exceeded anything the employer offered in negotiations, the board ruled. The unanimous ruling by the three-member board

concluded the incentive pay also interfered with the right of employees to strike.

Under the ruling, OHSU must calculate the total amount of bonus wages paid during the strike and pay an equal amount to be divided among more than 1,000 members of the bargaining unit who didn't cross the picket line. OHSU estimates it paid \$310,000 in bonus wages during the strike. The medical center expects to pay each striking nurse about \$300.

4th US-Russian Nursing Conference

American and Russian nurses will again be able to learn together during the 4th US-Russian Nursing Conference. This conference will occur August 1-16, 2003 as part of the tour of the waterways between Moscow and St. Petersburg. This conference, "*Building Bridges for Collaboration Between US and Russian Nurses*" will involve paper presentations, focused discussion groups and site visits to both health care and educational facilities.

While cruising down the Neva and Volga rivers, conference participants will explore current issues in nursing practice and education, research, and nursing role development. Previous conferences have led to joint publications, projects, and exchanges of benefit to Russian and American nurses. Sigma Theta Tau International, Beta Psi Chapter, the Russian Nurses' Association, the Moscow Medical Academy-Sechenov Department of Nursing and Providence Portland Medical Center in Portland, Oregon are again serving as conference sponsors.

Paper Presentations submissions, or to lead a focused discussion

group, are due November 15, 2002. For more information contact Oregon Nurses' Association member Marie Driever, PhD, RN, at (503) 215- 6223 or e-mail at mdriever@providence.org the visit the conference website at www.usrussiannurses.com

Breast Feeding Resource

UW School of Nursing Master's Student Judy Norman has written a book called **Breast Friends** that hopes to help mothers in King County be successful with breast-feeding. Written in collaboration with the King County Breast Feeding Coalition and the UW School of Nursing the book was illustrated with volunteer graphic design students from the UW. **Breast Friends** will be featured at a pre-Mother's Day event on successful breast-feeding sponsored by Nordstrom's in Bellevue Square on May 11 from 12-1 pm. It will also be available on the internet. Norman, who is studying under Professor Marjorie Muecke in the Department of Psychosocial and Community Health, wrote **Breast Friends** as a master's project. In addition to helping mothers, the book will also will be used in developing programs that assist providers in King County with their services to breast-feeding women.

Correction

Our last issue contained an item "*Bobbie Berkowitz Elected to Institute of Medicine.*" Unfortunately, we failed to properly identify Dr. Bobbie Berkowitz as Chair of the Department of Psychosocial and Community Health and Professor of Nursing at the UW School of Nursing. Thanks to Marjorie Muecke, RN, PhD for bringing this to our attention.

Explaining Nursing to Non-Nurses

If you're truly committed to making a difference for the future of nursing, you'll take every opportunity that arises to promote nursing as a viable and exciting career choice. Once you've explained all the compelling reasons you're a registered nurse, you can guide future RNs to a number of well-designed web sites.

Begin by exploring the many links to nursing information on the **KOMO TV web site** (<http://www.komotv.com>). These were designed with WSNA's input and the links are drawn from a number of resources, including ANA's web site (<http://www.nursingworld.org/>) and Nursing Spectrum's long list of specialties in nursing (<http://www.nursingspectrum.com/CareersInNursing/Specialties/index.htm>). If you click on one of the specialties, such as *Genetics Nurse*, you'll find information about that area of nursing. At the bottom of the KOMO TV site, take part in the online poll about what might attract you to nursing if you were just starting out, and then compare your answers to the survey results.

The **Bureau of Labor Statistics** provides a number of pages explaining the nature of the work of registered nurses, working conditions, where nurses are employed, the preparation and qualifications required, and opportunities for advancement in nursing, the job outlook, earnings, related occupations, and references. It is found at <http://stats.bls.gov/oco/ocos083.htm>

Johnson & Johnson has launched a web site encouraging careers in nursing, called **Discover Nursing**. Go to <http://discovernursing.com/> It features changing profiles of real nurses, explaining why they chose nursing. The links to other nursing associations, such as the American Assembly for Men in Nursing (<http://www.aamn.freelyellow.com/>) and the National Black Nurses Association (<http://www.hbna.org/>), show the diversity of nurses and nursing. An interesting section of this web site is the one that explores commonly held beliefs and myths about nursing.

Nursing for a Healthier Tomorrow (http://www.nursesource.org/nursing_careers.html) includes a list of the number of specialty areas in nursing, as well as answers to **Frequently Asked Questions (FAQs)** About Nursing Careers.

Finally, contact **King County Nurses Association** at <http://www.kcnurses.org> to inquire about the supplemental guide for high school students prepared by KCNA and WSNA.

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

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.

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Next Issue:

Immigration, Visas, and International Recruitment

From Silence to Voice: What Nurses Must Know and Must Communicate to the Public

by Bernice Buresh and Suzanne Gordon

This is one of the best books I have read that speaks to nurses about letting both the public, and in particular, journalists know what it is nurses “do.” The book has been written by two well-known journalists. Bernice Buresh writes and lectures on health care, nursing and the media. Suzanne Gordon is an award-winning journalist and is a health care commentator on Public Radio International’s “Marketplace.” Both journalists have worked for the past decade to help nurses to change the mistaken idea that nurses must be silent and invisible.

The first half of the book focuses on nurses and nursing—what is current now and how this needs to change. Journalists do not think of nursing as a voice when gathering information on health care issues. Many nurses are hesitant to talk about what nursing is and what nurses do and most do not feel comfortable talking with reporters. The first chapter, “Ending the Silence,” talks about nursing and how important it is for the public to know what it is that nurses do within the health care arena. The patients, families and community at large need to know the important role a nurse plays in all aspects of health care whether it is in a hospital, nursing home, home health or anywhere else that nurses are employed.

The second chapter, “Creating a Voice of Agency,” is one of the most interesting in the book. Did you know that there is a dichotomy in nursing that nurses should not talk about what we do? One central argument is that virtue has its own rewards; that if we toot our own horn this would lead to narcissistic self-aggrandizement. The public will learn about nursing by watching what nurses do. This chapter continues to give reasons and rationale why nurses need to

speak out and how the public needs to have accurate information about what nurses do.

Chapter Three, “Presenting Yourself as a Nurse,” talks about how nursing has presented itself in the past. It looks at ways to improve the image of the nurse and to avoid the pitfalls that have been used in the past to down play the role nursing has in health care.

Chapter Four, “Tell the World What You Do,” helps to identify ways in which the nurse can always be prepared to speak with a reporter. Having several stories and anecdotes about your work as a nurse will have you always prepared to say something. If

nurses do not tell people what we do, people will be left with the old images of nurses and this view will continue to prevail.

The second half of this book assists the nurse in how to approach and work with the media. *A must for all nurses!* This book would be a great gift for new nurses and seasoned nurses as Nurse Week approaches.

The book was published by the Canadian Nurses Association. For more information, their web site is <http://www.cna-nurses.ca> or <http://www.silencetovoice.com>

Book Review by Joan Garner MN, RN, Director of Nursing Practice and Education

Mark Your Calendars!!!

2002 WSNA Leadership and Development Conference

**Sept 29th—October 1st, 2002
Lake Chelan, Washington**

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Molly M. Berger
Bridget A. Bjork
Eva M. Bookin
Joyce F. Buchanan
Corina D. Calvin
Jean A. Chamberlain
Janet Chau
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Barbara J. Godbay
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Kimberly T. Gooding
Julie A. Grandjean

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Kathryne B. Hughes
Johanna P. Hulick
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Susanne Joss
Fred J. Jowdy
Sonya N. Karanjia
Allan C. Karvoski
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Anna Theresia Kluckner
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Matthew D. Landers
Ann Lanigan-Crozier
Mary C. Larchey
Eunyoung Lee
Verna Loy
Aurora B. Macatangay
Kelly Margulies
Marei Massoni
Etsegenet Mengesha
Shay L. Miller
Susan L. Miller-Hackett
Mildred L. Milton
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Cameron R. Muir
Tesia Multanski
Leah D. Murphy
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Julie A. Nielsen
Michael B. Petkov
Donna R. Pickens
Jennifer A. Pope
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Rose L. Raintree
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Ramadan P. Russell
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Ann Marie Rydin
Thomas Sampson
Sharon F. Schneider
Jaime Irene Seamons
Elizabeth A. Segerstrom
Carole N. Seymour
Sylvia A. Sinaga
M. Elizabeth Smith-Ware
Margaret M. Stapleton
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Katherine C. Wheeler
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Julie D. Wittmann
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Caroline L. Yuson

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Martha V. Cady
Socorro R. Cayanan
Sharon L. Chance
Young-Sun Choe
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Janet P. Cupps
Pamela S. Davidson
Julietta P. Davidson
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Fiona E. Dobbins
Eleanor A. Dorrello
Rebekah C. Dozier
Mark A. DuRivage
Alcina F. Dye
Loma A. Evans
Cynthia Marie Evans
Catherine M. Fatur
Rebecca S. Felt
Michael C. Frier
Joanne S. Frye
Jodie L. Garcia
Loretta M. Gilbert
Sharon Louise Hansen
Salath Hard
Janice N. Holmes
Rebecca D. Hope
Michael C. Ide
Cathy D. Judy
Nancy K. Kelley
Cheryl A. Killen
Gina L. Kingsbury
Rita M. Kirkland

Sheila D. Kopyn
James C. Lahoe
Shannon E. Lamkins
Shannon T. Lannom-Davis
Tiffany L. Larimer
Lesley Linton
Karen J. Lottis
Carol R. Lystra
Christina McConnell
Anna B. McFarlane
Marlis Rose Mijal
Capt. Tonya L. Millar
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Mary R. Miller
Charlene D. Mizner
Brenda E. Morrow
Misty Katherine Munns
Kristin M. Neufeld
Eileen E. Newton
Jacqueline M. Orlowski
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Chenelle R. Patrick
Sandra L. Pearson
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Tabitha L. Peters
Sarah Linn Potucek
Angel Pun
Karen Quandt
Tami M. Ramil
Crystal L. Rees
Veronica L. Risteen
Steven G. Roberts
Jamie L. Roder
Glenn E. Rovira
Sarah Running
Melanie J. Ryan
Nancy J. Safrank
Vicki R. Samples
LeeAnn S. Schoettler
Deanna M. Schwaiger
Rebekah L. Sedlacek
Ruth A. Shaver
Carol L. Silva
Scot R. Simmons
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Debra L. Spaulding
Alyssa M. Stephens
Marisa A. Swanson
Alice C. Sweborg
Kelly L. Sweeney-Widman
Katherine E. Teal
Kathleen A. Tei
Amanda D. Tellvik
Leslie P. Thomas

Lynne NMN Treat
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Jennifer Lynn Wheeler
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Flavia M. Whitman
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Tamara L. Wiggins
Myrtle L. Wojcinski
Nahid Wozniak
Sherry M. Yaskus
Stephen J. Yokum

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Christina C. Baker
Rebecca S. Bannon
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Isobel M. Brophy
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Tara C. Herrington
Sheri A. Hirst
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Denise Huffman
Shannon M. Hunting
Shannon Marie Landt
Jaimie A. Lee
Chien Lin
Teresa M. Lybbert
Carol A. Martin

New Members

January to April 2002

Donna L. Martin
 Trixie Martin
 Laurie A. Massie
 Julie D. Matthews
 Sharyn G. Menon
 Kari M. Moore
 Pamela R. Morrow
 Debra C. Mullin
 Michelle Murrell
 Jennifer S. Niemi
 Tracy L. Nordhagen
 Dana T. Northcutt
 Myung J. Ohm
 Janet M. Oliver
 Judy L. Overdorff
 Christy A. Pardue
 Jacquelyn M. Parke
 Denise C. Peters
 Connie M. Pleasants
 Katrina N. Richardson
 Anna Riggle
 Gena A. Romero
 Barbara A. Rubin
 Pamela J. Rudolph
 Susan M. Schwartz
 Christina M. Seymore
 Jennifer J. Shaw
 Joanna R. Sheneman
 Ilya Nmi Shindyakov
 Barbara J. Soucy
 Angela M. Sparks
 Teresa A. Spradden
 Susan Dawn Strandberg
 Lori L. Swatzell
 Dawn Rene Torrence
 Barbara C. Trochta
 Susan C. Tschernetzki
 Deanna R. Verret
 Kimberly J. Wells
 Ryan E. White
 Sharon Whittle
 Nicole M. Winn
 Jan-Jan Wu
 Kazue Yamamoto
 Elizabeth P. Zadra

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 Linda M. Baumgarten
 Sheri Lee Bramell
 Sharon S. Conrad
 Linda P. Estela
 Maureen D. Franz
 Karen L. Gamache
 Sara K. Gibson

Donna K. Howell
 Susan I. Meier
 Kathleen A. Snyder
 Jean M. Sutphin

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 Shawna L. Annis
 Bridget K. Aponik
 Pam D. Brandon
 Catherine Fletcher
 Tamara A. Jones
 Sheila G. Kamphaus
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 Michelle M. Murphy
 Phyllis J. Shull
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 Marcy Lynn Beck
 Mary C. Berner
 Angela Lynn Gilbert
 Carly Lynn Hamilton
 Heidi M. Morris
 Crystal R. Sajec
 Christine L. Schmidt
 Billi Smith
 Carleen S. Stum
 Jackie J. Taylor

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 Lorena L. Hunt
 Kathryn L. Jansky
 Elizabeth R. Lau
 Jennifer Ann Liska
 Luz B. Moya
 Hilda J. Okagua
 Stanley P. Orozco
 Gail M. Schessler
 Inhee Um
 Vickie L. Williams

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 Trisha A. Baron
 Amy K. Boultinghouse
 Corinne A. Brassey
 Kelly L. Melberg

Jane K. Morrow
 Elaine A. Myers Young
 Laura L. Nyberg
 Beccie Orth
 Linda R. Rickman
 A Diane Sharon
 Terri J. Snedden
 John Michael Syx, Sr.
 Karen V. Thorson
 Barbara S. Vesik
 Tamara L. Wilson
 Gwenda M. Wright

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 Elinor M. Bowen
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 Roberta L. Carter
 Jeannine R. Christensen
 Sandra L. Clark
 Tonya Crippen
 Debbra M. Gale
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 Kimberley E. Koon
 Karmen J. Linder
 Kara L. Makin-Bond
 Kristine I. Martinez
 Georgeta Moisesescu
 Darcy A. Newton
 Loan T. Nguyen
 Judith Ann Parke
 Lacy T. Pitman
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 Hayedeh H. Safavi
 Linda A. Scanlan
 Kena Schlangen
 Jessica M. Skeens
 Dolores F. Warg
 Diane L. Wright

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Thurston

Anne E. Sales

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Whitman

Barbara A. Miller
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E. Anne Fluke
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Karen E. Henderson, RN
DaVonn K.M. Klies
Faith D. Kline
Denise L. Lang
Laura L. Larson
Mildred M. Marshall
Mindy A. Matus
Nashay L. Moser
Rama Patel
Julie R. Pink
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Gabriel U. Sims
Diane Jill Smalley

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Christy J. Arnot
Kira Aryss
Anissa R. Castillo

Alana S. Haffner
Sharlene C. Hancken
Patricia A. Hassell
Rene L. Hurwitz
April L. Levy
Lisa M. Livingood
Cresta D. Mejos
Mary A. Neumann
Amy S. Nofsinger
Michele C. Pagano
Janet C. Priggee
Lizbeth Rainaud
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Holly R. Trosper
Ronda G. Trumble
Michael D. Unruh
Sarah A. Wheeler
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Colette M. Davenport
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Wendy D. Feddema

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Holly J. Court
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✦ District News

District #2, King County Nurses Association Update

Coming Up: Annual KCNA Spring Banquet, Auction and Awards Ceremony

Join us for the Annual KCNA Spring Banquet, Auction and Awards Ceremony on Thursday, May 9, 5:30 - 9 p.m. at The Yankee Diner in Ballard. KCNA will welcome speaker Janice Boase, RN, MS, Assistant Chief, Public Health Seattle and King County, who will discuss recent events that have impacted public health practice and the role of RNs in crisis and in everyday situations. Also, see the presentation of KCNA nursing awards and scholarships and join in the fun of the annual KCNA auction (100% of receipts go to KCNA Scholarship Program). The cost is \$30 for KCNA District 2 members, \$35 for non-members, and includes a chicken, salmon or vegetarian meal. To register, call KCNA at 206-545-0603.

KCNA Nursing Awards

Do you know a nurse who deserves recognition for his or her compassion, dedication or accomplishments? Tell KCNA about it! Honor a special KCNA member by nominating him or her for:

Nurse of the Year—honored for contributions to the community, the Association, the nursing profession and the health care delivery system.

Excellence in Nursing Practice Award—honored for excellence in clinical practice, including direct patient/client care, peer/colleague relationships, agency/institution involvement, and professional characteristics.

To nominate someone, contact KCNA at 206-545-0603 to obtain a nomination form and confirm that your potential nominee is a KCNA member. Or download a nomination form from the KCNA web site: www.kcnurses.org.

All nominations must be postmarked by April 10.

KCNA Continuing Ed. Calendar
Legal Issues and Politics: Nurse Anesthetists Vs. Anesthesiologists, presented by Frank T. Maziarski, CRNA, MS, CLNC. April 18, 6:30 - 9 p.m., Good Shepherd Center, 4649 Sunnyside Ave. N. (Wallingford). Organized medicine is concerned about the perceived expansion of ARNP practice parameters. The AMA House of

Delegates has passed a resolution to use legislative means to restrict ARNP practice. Learn about the issues, both legal and political, and their implications for standard of care.

Ethics in Palliative Care: Old Dilemmas, New Challenges, presented by Sarah E. Shannon, PhD, RN, Associate Professor of Biobehavioral Nursing, University of Washington. April 24, 6:30 - 9 p.m., Good Shepherd Center, 4649 Sunnyside Ave. N. (Wallingford). Explore the latest findings in palliative care surrounding pain control and management. Take advantage of the opportunity to discuss these challenging issues.

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

April through October 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.

APRIL 2002:

Neuroscience Nursing Conference: Applying Technology Across the Acute Care System; April 19-20; Spokane, WA; Contact Hours: 8-15; Contact: Cindi John: johnc@shmc.org

IV Skills for Nurses; April 20; Bellevue, WA; Contact Hours: 7.6; Fees: \$160; Contact: B.

Basic Preparation for Parish Nurses; April 21-27; Tacoma, WA; Contact: A.

Preparation for Initial Certification as a School Nurse; April 21-22; May 18-19; Spokane, WA; Contact Hours: 30; Fees: \$395; Contact: D.

Spanish for Health Providers; April 20 - May 11; Bellevue, WA; Contact Hours: 12 (must attend at least 3 sessions); Fees: \$125; Contact: B.

Living With Grief: Loss in Later Life: Live Satellite Broadcast; April 24; 1:30 PM - 4:00 PM EDT; Contact Hours: 3.4; Fees: 0; Contact: Hospice Foundation of America: 800/854-3402.

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

13th Annual Pacific NW Ambulatory Care Nursing Conference 2002; April 24-25; Seattle, WA; Contact Hours: 14.6; Fees: \$295; Contact: C.

New Concerns & Issues for 2002: 9th Annual Clinical Conference for Association of Advanced Practice Psychiatric Nurses; April 25-26; Federal Way, WA; Contact Hours: 8; Fees: \$45-\$165; Contact: AAPPN: 206/524-4090.

Care of the Patient With Neurologic Diseases; April 27; Bellevue, WA; Contact Hours: 6; Fees: \$49; Contact: B.

Foundations in Chemotherapy Practice; April 29-30; Seattle, WA; Contact Hours: 16; Fees: \$260; Contact: C.

MAY 2002:

Practical Approaches to Treating Rheumatic Diseases-2002; May 1; Seattle, WA; Contact Hours: 7; Fees: \$160; Contact: C.

Continuing Education

The Role of Nursing and Public Health During Times of War and Terrorism: A Live Satellite Broadcast; May 2; 1:00-3:00 PM EDT; Contact Hours: 2.1; Fees: 0; Contact: US Public Health Service: <http://www.phppo.cdc.gov/PHTNOnline/index.asp>

3rd Annual Parish Nurse Professional Education Day: Complementary & Alternative Therapy: What Is It? Why The Interest? May 4; Lynnwood, WA; Contact Hours: 6.9; Fees: \$75-\$100; Contact: Puget Sound Parish Nurse Ministries: 425/259-5809.

The Best of the Best: Ten Years of Excellence in DD Nursing: 10th Annual Educational Conference of the Developmental Disabilities Nurses Association; May 5-7; St. Louis, MO; Contact Hours: 18; Fees: \$119-480; Contact: DDNA: 800/888-6733.

Clinical Updates in Correctional Health Care; May 5-8; Las Vegas, NV; Contact Hours: 26.2; Fees: \$130-\$245; Contact: National Commission on Correctional Health Care: 773/880-1460.

Women's Health Drug Therapy 2002-Clinical Pharmacology Series; May 14; Seattle, WA; Contact Hours: 8; Fees: \$160; Contact: C.

12th Annual Clinical Focus on Women's Health; May 15; Seattle, WA; Contact Hours: 7; Fees: \$160; Contact: C.

The 15th Annual NW Conference on Addictions & Behavioral Health; May 16-18; Seattle, WA; Contact Hours: 20; Fees: \$325; Contact: The Institute for Integral Development: 800/544-9562.

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

D Intercollegiate College of Nursing Washington State University College of Nursing Professional Development
2917 W. Fort George Wright Drive
Spokane, WA 99224-5291
509/324-7321 or 800/281-2589
www.icne.wsu.edu

Continuing Education

35th Annual Advances and Controversies in Clinical Pediatrics: May 16-18; San Francisco, CA; Credit Hours: 15.75; Fees: \$375; Contact: UCSF: 415/476-5808.

Adult Drug Therapy 2002-Clinical Pharmacology Series; May 21; Seattle, WA; Contact Hours: 8; Fees: \$160; Contact: C.

Emergency Care of the Older Adult in the Community Setting; May 22; Tacoma, WA; Contact Hours: 6.5; Fees: \$79; Contact: A.

June 2002:

24th Annual Family and Child Nursing Conference: Striving for Cultural Competency in Pediatric Health Care; June 7; Seattle, WA; Contact Hours: 8; Fees: \$160; Contact: C.

CPR for Healthcare Providers; June 8; Bellevue, WA; No Contact Hours; Fees: \$55; Contact: B.

Returning to Nursing? Benefits of a RN Refresher Program; June 11; Bellevue, WA; No Contact Hours or Fee; Contact: B.

Neuropsychotropic Drug Therapy 2002-Clinical Pharmacology Series; June 14; Seattle, WA; Contact Hours: 8; Fees: \$160; Contact: C.

2002 Summer Series on Aging; June 17-20; San Francisco, CA; Contact Hours: TBA; Fees: TBA; Contact: American Society on Aging: 800/537-9728.

10th Annual HIV/AIDS Clinical Update for Nurses; June 20-21; Seattle, WA; Contact Hours: TBA; Fees: TBA; Contact: C.

School Nurse Institute; June 20-22; Spokane, WA; Contact Hours/OSPI Clock Hours/Optional Academic Credit: 15; Fees: \$110-\$210; Contact: D.

Health Services Research: From Knowledge to Action; June 23-25; Washington DC; Credit Hours: 21; Fees: \$225-\$695; Contact: Academy for Health Services Research & Health Policy: 202/292-6700.

Initial Certification Preparation for School Nurses; June 24-27; Vancouver, WA; Contact Hours: 30; Fees: \$395; Contact: D.

Introduction to Perioperative Nursing; June 24-July 19; Clinical Sites TBA; Contact Hours: TBA; Fees: TBA; Contact: A.

Preparation for Initial Certification as a School Nurse; June 24-27; Vancouver, WA; Contact Hours: 30; Fees: \$395; Contact: D.

Basic Preparation Course for Parish Nurses; June 25, 26, 27; July 18-19; Tacoma, WA; Contact Hours: 30; Fees: \$395; Contact: A.

July 2002:

Introduction to School Nursing; July 9-12; Tacoma, WA; Contact Hours: 30; Fees: \$395; Contact: A.

20th Annual International Nursing Computer and Technology Conference; July 11-15; New York, NY; Contact Hours: 3.4-26; Fees: \$150-595; Contact: Rutgers College of Nursing: 973/353-5895.

Keeping Kids in the Classroom 2002; July 15-16; Tacoma, WA; Contact Hours: 15; Fees: \$159; Contact: A.

August 2002:

8th Annual Nursing Ethics Conference; August 2; Seattle, WA; Contact Hours: 8; Fees: \$160; Contact: C.

September 2002:

Fall RN Refresher Program; Sept. 3-Jan. 30, 2003; Bellevue, WA; Contact: B.

April through October 2002

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

October 2002:

25th Annual Pacific NW Conference on Advanced Practice in Primary and Acute Care; October 23-26; Seattle, WA; Contact Hours: TBA; Fees: TBA; Contact: C.

INDEPENDENT SELF STUDY COURSES:

Preceptorship; Available October; Contact Hours: 1.8; Fees: None; Contact: Sue Ford at Tacoma Community College: 253/566-5225.

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.

RN Refresher Course; Contact Hours: None; Fees: Theory: \$500; Health Assessment and Skills Review: \$500; Clinical Placement for Precepted Clinical Experience: \$400; Contact: D.

Ethics Related to Nursing Practice; Contact Hours: 9; Fees: \$200; Contact: D.

Legal Issues in Nursing; Contact Hours: 4.0; Fees: \$120; Contact: D.

AIDS: Essential Information for the Health Care Professional; Contact Hours: 7.0; Fees: \$55; Contact: D.

April through October 2002

Health Assessment and

Documentation: Contact Hours: 20:

Fees: \$150; Contact: D.

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

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This workshop, also a pre-requisite for the **Cranio-Sacral Certification Program**, introduces beginning Cranio-Sacral techniques, the related anatomy and physiology including the core link between the cranium and sacrum, the cranial wave, and the individual cranial bones. At the end of this workshop, you will have developed the foundation for this work: personal presence, the ability to perceive the cranial rhythm, and the hands-on techniques for working with the cranial bones, as well as connecting with the soul.

*"I finally found the hands-on modality that I'd been looking for. I just love it!
Cranio-sacral work gives me a way of connecting at a deep level with my patients;
something we don't find in our regular training." ~ B.C.D, RN*

Ursula Popp has practiced as a healer and teacher in the U.S. and abroad for over 15 years. Her approach to therapy & instruction are strongly influenced by her Zen Meditation practice. She holds degrees in Acupuncture and Counseling, and certifications in Cranio-sacral Osteopathy and Massage, and was a core instructor for the Milne Institute for 6 years. Ursula now offers a comprehensive Cranio-sacral Certification Program, based in Seattle, WA.

To register or for more information, please contact Ursula at:
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