

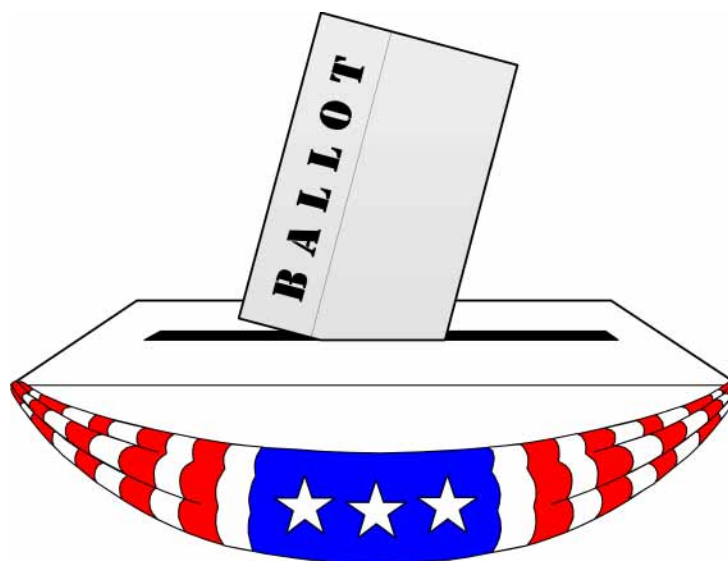
THE WASHINGTON NURSE

FALL 2002
VOLUME 32 NO. 3

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THE WASHINGTON NURSE

Volume 32, No. 3
Fall 2002

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

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

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ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

November 2002

- 1 WSNF Board of Trustees
- 15 WSNA/CEGW Nominating Committees
- 22 WSNA Board of Directors
- 28 – 29 Office Closed – Thanksgiving Observed

December 2002

- 23 – 28 Office Closed for Christmas Holiday

January 2003

- 1 Office Closed – New Year's Day
- 20 Office Closed – Martin Luther King Holiday
- 30 Slate of Nominees for Elected Offices Published and Mailed to Organizational Units

Important Dates

February 10, 2003

**21st Annual Nurse
Legislative Day
Olympia, WA**

May 2 - 3, 2003

**2003 WSNA Convention
Summit "From
Common Ground to
Common Dreams",
DoubleTree Suites,
South Center, WA**

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INFORMATION RESOURCES AVAILABLE WSNA WEBSITE

<http://wsna.org>

Editor's note: The following In Focus article is based on President Kaplan's presentation "What Good is a Voice if You Don't Sing," presented at the WSNA Leadership Conference in Chelan, October 1, 2002

A question people often ask me is: "What made you decide to become an activist?" There are several defining moments I would like to share. Some of these moments related to nursing and some related to politics. One moment occurred when I was still in high school. After my "training" as a Candy Striper, I was invited to work as a nurse's aide. This was the era when hospitals provided care to a wide spectrum of people, including many of whom would be in nursing homes today. On a hot summer day, a Thursday, in our non-air conditioned hospital, I was assigned what was then considered "heavy care" patients, meaning those who needed total baths and bed changes.

In my hometown, the doctors took off Thursdays. After I finished caring for my patients I went to the nurses' station and sat down. One of the orthopedists arrived and mentioned how his golf game had been that morning. After he left, one of the nurses asked me why I didn't stand up when the doctor walked in – a traditional subservient nursing behavior. I looked at her and said, "He played golf and I cared for my patients and you're asking me why I didn't stand up?" It was a defining moment. I knew there was something fundamentally wrong with nursing, and more powerfully – society's view of women, when the expectation was to stand for a doctor.

I went off to Simmons College in Boston, again, a bit of a

maverick way of becoming a nurse in 1970 when diploma programs still prospered. I just didn't see any reason not to go to college. It was what my parents had always told me to do, except once, when my mother told me it was more important for my brother to go than it was for me, after all, he would have to support a family. Well, in the late 1960s, I read about feminism, wrote papers on the student revolution, and opposed the Viet Nam War. It only made me more committed to getting a college degree to suggest that my brother needed one more than I did! Little did my mother know that I would go on to get three degrees, marry in my thirties a man who worked as an Outward Bound Instructor and had only a few hundred dollars to his name when I met him, and become the larger income earner for many years of my marriage. My mother probably had no way of imagining – nor did I – that I would one day be before you as President of WSNA and have a resume replete with rich and wonderful career experiences to which my college degree opened the door.

In college I was involved in many organizational activities but it was the summer of 1972 that I became politically active for the first time. I was working in the hospital where the nurses still stood up when they walked in the room. George McGovern was running for President against Richard Nixon. I decided to volunteer for McGovern while at home. I

remember my disappointment when McGovern lost by a landslide. How bittersweet Nixon's resignation seemed under the cloud of the Watergate scandal. Nonetheless, I'd had my first taste of politics and a sense that our nation needed more than it was going to get under the more conservative Republican administration. I had my awakening as a liberal, yet could not articulate what it was I felt.

After graduating college, I worked at Beth Israel Hospital in Boston for a year after graduation. Something, and I really can't remember what, drove me to set off on an adventure. I declined a flattering invitation to become a MICU nurse – much to the shock of my nurse friends who vied for that opportunity. I applied for two jobs, one with Frontier Nursing in Kentucky and one with the Indian Health Service. The Indian Health Service (IHS) offered me a job first and I accepted.

I left for Fort Defiance Arizona in the summer of 1975. It was small and remote. Fort Defiance had the hospital, school and a trading post along with IHS housing and some private homes. Six miles down the road was Window Rock, the Navajo Nation's capitol and there was a FedMart store (no relationship to WalMart), a motel, bank, a couple of restaurants and many offices. Between Fort Defiance and Window Rock there were little more than 1000 people. Like many IHS hospitals of its time, there



In Focus

were problems in Fort Defiance and many of my nurse colleagues came from outside communities where the work place environment had been more conducive to providing quality patient care and feeling valued and respected as a nurse – a continually recurring theme.

What do you do in a small town? Well, someone decided to call the Arizona Nurses Association and we had a meeting in my living room to discuss ways AZNA could help. I also joined the association. With AZNA's help, we tried to organize the nurses. Our efforts did not stop there. We started a letter writing campaign and I typed letter after letter to members of Congress about the problems we were having. I got some responses and eventually Sylvia Rhodes from the IHS headquarters in Rockville, MD came to visit. Sylvia was the Director of Nursing for all of the IHS. After we finished meeting, I asked Sylvia why she came and she told me that all the letters I'd written ended up on her desk with a note to do something! Another defining moment when you see that something you do makes a difference. We never got the nurses organized but we did get a new director of nurses!

There is one other thing I remember about this time period. One of my college professors, Phyllis Moore, told me to read a book she felt every nurse should read. It is **Hospitals, Paternalism, and the Role of the Nurse** by Jo Ann Ashley. This book detailed historical reasons for nurses – women - being cast into a

subservient role. Further, it analyzed the critical relationship between hospitals and nurses and the dependence of hospitals on nurses and nursing students. The apprenticeship model of education was the foundation of hospital care and nursing students were making hospitals profitable in a way that would not have been possible had hospitals been required to hire more staff. This book aroused my interest and helped me understand why nursing education needed to change and why nursing and nurses need to change. Nurses' roles in health care would remain subservient to every other health professional unless we claimed our right to be equal partners in health care delivery.

After Fort Defiance I went to work in Nespelem, WA on the Colville Reservation and then enrolled in the family nurse practitioner program at the University of Washington. I arranged for a clinical in Israel for my last quarter in the program and that coincided with the election of Ronald Reagan. I walked around for days knowing that even if my absentee ballot had arrived late, it would not change the election outcome. I believed that Ronald Reagan would reverse many of the social programs previous administrations developed over the preceding decades. I had become more interested in politics in Seattle and yet had never gotten involved. I had to make a decision. Stay in Israel or go home and stop being an armchair liberal and work to make a difference. Well, I enjoyed Israel but it was not a place I

wanted to make home, so I returned to Seattle committed to becoming more involved in social change. I got involved in Democratic politics; I joined WSNA, and got appointed to the WSNA PAC and legislative committee and ran for WSNA office. I was passionate, had time and was filled with all sorts of ideas.

Much of my energy went into Democratic campaigns and engaging in party politics. I took what I learned about organizing and grassroots politics to WSNA. Joan Caley was chair of the PAC, then called PUNCH, Politically United Nurses for Consumer Health. She and her husband were very involved in Clark County politics and she let me do anything I volunteered to do, including organizing the first big fundraiser that had then US Representative Mike Lowry, US Representative Joel Pritchard and Senator Scoop Jackson as guests. It was an evening event, well attended and a big money maker – at least by PUNCH standards!

In the spring of 1983 I spent a month working for Rep. Ken Jacobsen in Olympia during a special session. I noticed that many health care professional groups showed up to lobby legislators and I wondered why nurses didn't. I realized that for the most part it was the general lack of involvement in legislative and political affairs that kept nurses away. No one was really mentoring nurses to be involved and I proposed to the PUNCH board that we bring nurses to Olympia and prepare

them to talk to legislators about the issues we prioritized for session. The WSNA Board of Directors approved the idea but Hilke Faber asked me what I would do if no one showed up. I took that as a personal challenge. I spent hours on the phone cajoling people to come and was greatly relieved when 150 people attended the first Nurse Lobby Day in January 1984. I savor the fact that this is an event that has endured and thrived and continues to provide nurses a safe way in which to become involved in the legislative arena.

By this time I was involved in WSNA politics and served for 4 years as second vice-president as well as serving on the legislative committee. I had many wonderful mentors including Judy Huntington, Sue Loper-Powers, Beverly Smith and Judy Bedell. I spent the legislative session of 1984 working for Ken Jacobsen and spent half of 1984 working on Booth Gardner's gubernatorial campaign as the Pierce County coordinator. I went on to work on Jane Noland's campaign for Seattle City Council and then decided I needed to get back to my nursing roots and starting working for the Health Care Financing Administration performing Medicare quality of care reviews and also worked in community clinics as an FNP.

My passion, however, grew to be health policy. It was clear that Washington was on the cusp of some major health care changes as people like Jim McDermott started raising support for the Basic Health Plan and health care reforms. But I had to ask why there weren't nurse

players at the table when decisions were made? And despite all my involvement, I realized that I wanted to know more about policy and decided to pursue another graduate degree. I was most fortunate to be accepted into the Pew Health Policy program at Brandeis University. And I can tell you that being involved in WSNA was a great advantage to my acceptance. While at Brandeis I joined the Massachusetts Nurses Association and served on its legislative committee.

One remarkable moment during my time at Brandeis was an opportunity to meet Susan Reverby, a women's studies scholar at Wellesley College and the author of "Ordered to Care: The Dilemma of American Nursing 1850-1945", another book about nurses and women's roles in society. In Reverby's history of American nursing she contends that the contemporary difficulties of nursing are shaped by factors that created its historical obligations to care in a society that refuses to value caring. She documents the history of nursing and how women became divided in a way that our common oppression as women divided nursing rather than united it.

I returned to Washington in the fall of 1989 and did not rejoin WSNA for several years as I struggled to determine how to fit into an organization transformed by major raids. Many of my mentors and former WSNA colleagues were no longer actively involved and I could not figure out where or how I would fit in. In retrospect, I question that decision. I became

active in several other groups related to women's reproductive rights. I also finished my dissertation and had my first child following which I took a few months off and then started a job researching and writing about radiation health effects at Hanford.

Somewhere in the 1990s I began to realize that I could not spend my whole life working on Hanford issues. After the birth of my second son I continued to work on Hanford issues but realized I missed being a nurse practitioner and I missed being involved in nursing. I began to work as an FNP again in 1995 and rejoined WSNA about the same time. I participated locally and followed WSNA's legislative and political activities from afar.

One night I was sitting in a meeting of an Olympia area nurse practitioner group when we began to discuss the bill to complete ARNP prescriptive authority. I couldn't believe what the bill included and realized I was once again being an armchair liberal. It was time to stand up and go back to work. Fortunately, this was about the time that Judy Huntington came back to Washington. I went to Nurse Legislative Day and told Judy I thought it was time to get involved again. Not long thereafter I was asked to run for the chair of the Legislative and Health Policy Council. I agreed and running unopposed I began to chair the council in the fall of 1999. I felt the juices begin to flow as I set to work with a wonderful group of WSNA volunteers. The timing of this reentry was that WSNA got



In Focus

into the middle of the ARNP prescriptive authority legislation and I had a first hand opportunity to work on developing coalitions of ARNP groups, help get the bill passed and then engage in the regulatory process 101. This effort brought me new understandings about the policy process, the players in Washington and the wonders of working with WSNA volunteers and staff. Today, I have the privilege of serving as your President.

I look back at the legislative, policy and professional successes we have had over the last few years – successes such as mandatory overtime legislation, funding for public health after the loss of the Motor Vehicle Excise Tax, funding for the Basic Health Plan and Medicaid, the Patient's Bill of Rights, and ARNP prescriptive authority. WSNA participates in the Washington Nursing Leadership Council and helped develop the Washington State Strategic Plan for Nursing and the Nursing Summit. I have had an opportunity to meet with legislators and members of Congress to represent you. I participated in a press conference along with several members of Congress in which Senator Patty Murray introduced her Medicare legislation. I have watched WSNA

volunteers work tirelessly to advance issues related to the nursing shortage, continuing competency, nurse tech regulations, and public health and nursing education needs.

Every volunteer in this organization makes an enormous contribution of time and energy at a great personal cost. Each of you is an activist and sees that nurses, nursing, consumers, and health care benefit for what you do. I would be remiss, however not to mention all the hard work of our staff as they do more than they are paid to do. They are activists like you and have contributed to WSNA being more visible and highly regarded than ever before. Each and every staff member of WSNA provides the volunteers with the support needed to be successful.

So, I want to close by saying a few personal things about being an activist. There are many days where I look at my calendar and feel overwhelmed by the demands of WSNA knowing I have 3 jobs, a husband in school full time and two boys ages 10 and 8. There is a huge personal cost to being involved. I feel guilty all the time and feel I never give enough to anyone or anything. I'm sure, however, any number of you could tell me a similar story. So why do we do this? I believe it is because

we truly care about nursing, nurses and our patients and because we know that there is work to be done and by working together each of us has a little less to do than if we did it alone.

We each have ideas that need to be heard, so we give them voice. When we find our voice, we have gained our ability to articulate our desires, dreams and aspirations. When we use our voice, we are part of a chorus working together in a hopeful way. Our voice represents our purpose; our song is our tool to achieve that purpose. We are part of a chorus of nurses who are working together toward an as yet undefined future using our hopes and dreams to guide us. Don't be afraid to sing – you will never be alone with this chorus.

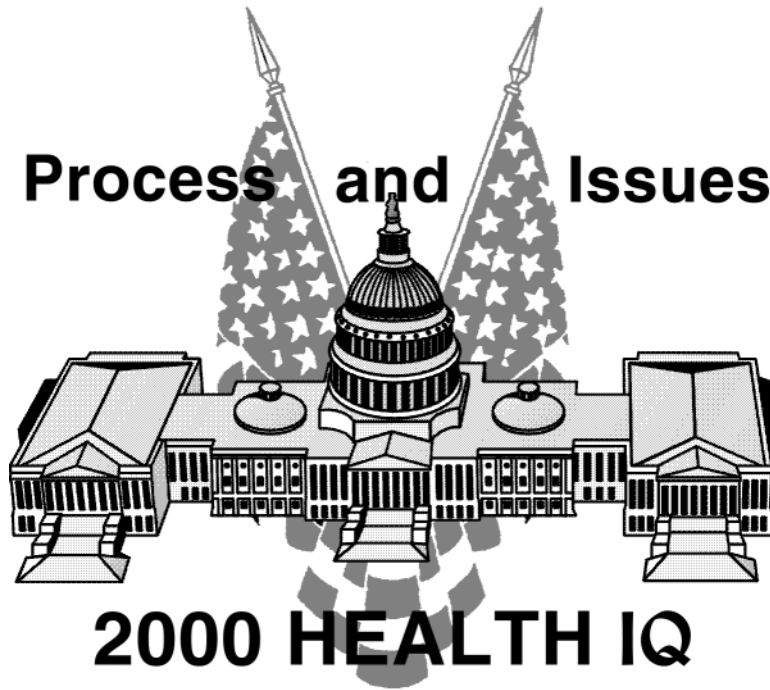
Louise Kaplan
PhD, MN, ARNP
WSNA President



Mark Your Calendars!!!

2003 WSNA Convention Summit
"Nursing — a Career for Life"

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



Candidate Evaluation Process and Election Issues

Washington State Nurses Association–Political Action Committee (WSNA-PAC) has completed its 2002 Health I.Q. Candidate Evaluation Process. This is a critical election year including all 98 of our state representatives up for election as well as 24 out of the 48 state senate members.

State candidates were sent a questionnaire summarizing key legislative issues for WSNA. For those who returned the survey within the deadline, most were interviewed by one of several teams of nurses across the state. Interviewers included staff nurses, home health nurses, school nurses, ARNPs, nurse administrators, nurse educators, and public health nurses.

On the Health I.Q. questionnaire and in the interviews, candidates were asked about their positions on the following issues identified by the WSNA Legislative and Health Policy Council and the WSNA-PAC Board of Trustees:

Public Health Funding: Before passage of I-695, 90% of the primary dedicated funding source for public health programs and districts were derived from the motor vehicle excise tax. While the Legislature has restored 90% of public health funding, it is not made a long-term commitment with a stable source of funding. WSNA believes that public health programs are an essential service to our community and must have a stable and dedicated source of funding. How will you address this critical issue and what are your solutions for a stable funding of public health programs?

Nursing shortage: During the next 10 years, we can expect the current nursing shortage to get even worse. The average age of all registered nurses is 44 years old, only 10% are under age 30 while more than 60% are 30-49 years old. The Pacific Northwest has the highest percentage of RNs in the 50-64 age group (21%) and

❖ Overview of the 2002 Health I.Q.

the lowest percentage of RNs 29 years and younger (6.1%). Nursing schools are consistently turning away qualified applicants due to a lack of funding to enrollment slots and the difficulties in recruiting nursing faculty. Workplace safety and low salary for nursing faculty are some of the major contributors to the shortage. Solutions to correct this trend must be multi-faceted. WSNA has identified several legislative efforts that could improve the nursing shortage crisis. Would you support:

1. Increased funding for nursing programs, including higher salary for nursing faculty and increased scholarship and loan repayment funding.
2. Workplace safety provisions such as ergonomic standards and latex allergy prevention.
3. Funding for the establishment for a Center for Nursing in Washington State to address the nursing shortage and coordinating data collection and analysis?

Health care access: While advances have been made in providing patient protections for those with health care coverage, there are still over 600,000 citizens in Washington without health care coverage. WSNA believes that everyone should have access to affordable health insurance coverage and recognizes the importance of preventative care. What are your solutions in providing/extending affordable health care coverage to those without health care insurance?

Given the skyrocketing cost of health care and the anticipated budget shortfall, would you consider raising taxes to address the health care crisis? If no, what funding source would you use in addressing this issue? Specifically, what are your ideas about the coordination of current funding resources to address some immediate needs for our most vulnerable population in the delivery of basic health care needs?

Prescription drug costs: The cost of prescription drugs continue to rise, leaving many seniors and others without health care insurance the ability to afford the much need medication. Nurses witness the consequences of this problem everyday. What are your solutions in lowering the cost of prescription drugs for seniors and people without health care and prescription drug coverage?

2002 Endorsed Candidates

WSNAPAC is committed to its mission as a non-partisan organization representing the interests of nurses concerned with promoting quality patient care through the political process. The candidates listed have received endorsement from WSNA-PAC for 2002. WSNA-PAC prides itself on using its limited resources efficiently and wisely to assist candidates who have demonstrated strong support for WSNA's legislative issues and those who are prominent leaders on health care issues.

Washington State Legislative Races:

District	Position	Candidate (Party)
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1	House 2	Jeanne Edwards (D)
2	House 2	Tom Campbell (R)
3	House 1	Alex Wood (D)
3	House 2	Jeff Gombosky (D)
5	House 2	Cheryl Pflug (R)
6	Senate	Laurie Dolan (D)

District	Position	Candidate (Party)
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7	House 2	Cathy McMorris (R)
7	Senate	Bob Morton (R)
8	House 1	Shirley Hankins (R)
8	Senate	Patricia Hale (R)
9	House 1	Don Cox (R)
9	House 2	Mark Schoesler (R)

District	Position	Candidate (Party)
10	House 1	Barry Sehlin (R)
10	House 2	Eron Berg (D)
11	House 1	Zach Hudgins (D)
11	House 2	Velma Veloria (D)
14	House 1	Mary Skinner (R)
14	House 2	Jim Clements (R)
16	House 1	Dave Mastin (R)
16	House 2	Bill Grant (D)
17	House 1	Marc Boldt (R)
17	House 2	Deb Wallace (D)
18	House 2	Dave Seabrook (D)
19	House 1	Brian Hatfield (D)
19	House 2	Mark Doumit (D)
20	House 2	Gary Alexander (R)
21	House 1	Mike Cooper (D)
21	House 2	Brian Sullivan (D)
21	Senate	Paul Shin (D)
22	House 1	Sandra Romero (D)
22	House 2	Sam Hunt (D)
23	House 1	Phil Rockefeller (D)
24	House 1	Jim Buck (R)
24	House 2	Lynn Kessler (D)
25	House 2	Dawn Morrell (D)
26	House 1	Patricia Lantz (D)
26	House 2	Brock Jackley (D)
27	House 2	Jeannie Darneille (D)
28	House 1	Gigi Talcott (R)
28	House 2	Mike Carrell (R)
29	House 1	Steve Conway (D)
29	House 2	Steve Kirby (D)
29	Senate	Rosa Franklin (D)
30	House 1	Mark Miloscia (D)
30	Senate	Tracey Eide (D)
32	House 2	Ruth Kagi (D)
32	Senate	Darlene Fairley (D)
33	House 1	Shay Schual-Berke (D)
33	House 2	Dave Upthegrove (D)
33	Senate	Karen Keiser (D)

District	Position	Candidate (Party)
34	House 1	Eileen Cody (D)
34	House 2	Joe McDermott (D)
34	Senate	Poulsen (D)
35	House 1	Kathy Haigh (D)
35	House 2	Bill Eickmeyer (D)
36	House 1	Helen Sommers (D)
36	House 2	Mary Lou Dickerson (D)
36	Senate	Jeanne Kohl-Welles (D)
37	House 1	Sharon Tomiko-Santos (D)
37	House 2	Cheryl Chow (D)
37	House 2	Eric Pettigrew (D)
37	Senate	Adam Kline (D)
38	House 1	John McCoy (D)
38	House 2	Jean Berkey (D)
38	Senate	Aaron Reardon (D)
40	House 1	Dave Quall (D)
41	House 1	Fred Jarrett (R)
41	House 2	Judy Clibborn (D)
42	House 2	Kelli Linville (D)
42	Senate	Georgia Gardner (D)
43	House 1	Ed Murray (D)
43	House 2	Frank Chopp (D)
43	Senate	Pat Thibaudeau (D)
44	House 1	Hans Dunshee (D)
44	House 2	John Lovick (D)
44	Senate	Dave Schmidt (R)
45	House 1	Toby Nixon (R)
45	House 2	Laura Ruderman (D)
45	Senate	Bill Finkbeiner (R)
46	House 1	Jim McIntire (D)
46	House 2	Phyllis Kenney (D)
46	Senate	Ken Jacobsen (D)
47	House 1	Geoff Simpson (D)
47	House 2	Jack Cairnes (R)
47	Senate	Stephen Johnson (R)
48	Senate	Luke Esser (R)
49	House 1	Bill Fromhold (D)
49	House 2	Jim Moeller (D)

❖ Overview of the 2002 Health I.Q.

Elect 2 more nurses to Olympia!

We have the unique opportunity this year to elect two additional registered nurses to the Washington State Legislature: **Dawn Morrell**, CCRN, BSN, is a WSNA member running for State Representative in the 25th Legislative District and **Judy Clibborn**, RN, is running for the State Representative in the 41st Legislative District. Dawn and Judy will be excellent additions to our strong nursing advocates **Representative Eileen Cody**, **Senator Rosa Franklin** and **Senator Margarita Prentice** who are already serving in Olympia.

WSNA-PAC is working hard to get these and other strong nursing and health care advocates elected this year. Please send your contribution to WSNA-PAC.

Please fill out and mail back to:

WSNA-PAC: 575 Andover Park W. #101 Seattle, WA 98188

YES, I would like to help elect more nurses to Olympia by making a contribution of:

____ \$25 ____ \$50 ____ \$100 ____ \$200 \$ _____

Name: _____

Address: _____

Phone/e-mail: _____

Credit Card ☐ **Master Card** ☐ **Visa**

Credit Card #: _____ **Exp. Date:** ____ / ____

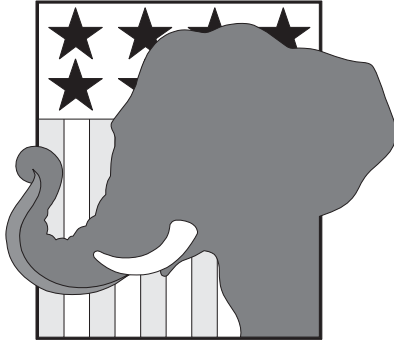
Name as it appears on Credit Card: _____

Please make all checks payable to: "WSNA-PAC"

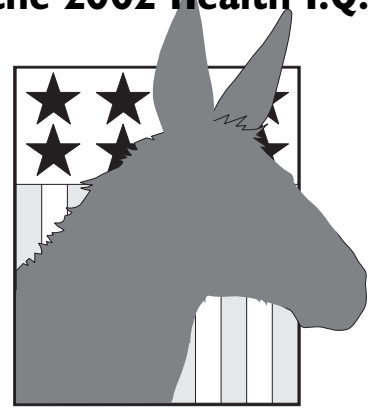
DON'T FORGET!!!

Get Out and VOTE!

N o v e m b e r 5 t h 2 0 0 2



Biographies of Selected Endorsed Candidates



DAWN MORRELL, CCRN, BSN (D) 25th Legislative District, House Position 2

Dawn is a member of Washington State Nurses Association (WSNA). She has been a registered nurse for over 18 years and is currently a critical care staff nurse at Good Samaritan Hospital and is a leader in her local bargaining unit. Dawn has served on the WSNA-PAC Board of Trustees and is currently a member of the WSNA Legislative and Health Policy Council.

Dawn has been a tireless nursing and health care advocate. Her testimony in Olympia this year brought a real face to the issue of mandatory overtime and contributed to the victory in the passage of this landmark legislation. In previous years, Dawn has also testified on behalf of WSNA on the issue of needlestick injuries.

In 1996, Dawn was the recipient of the Professional Nursing Excellence Award from Good Samaritan Community Healthcare. She has also served on the Pierce County Nursing Association Board of Directors, and as member of the Associate of Nursing Program Advisory Committee at Highline Community College. Dawn has also represented WSNA on Congresswoman Jennifer Dunn's Health Advisory Committee.



**Dawn Morrell, CCRN, BSN
Candidate for 25th Legislative
District (Puyallup)**

JEANNE EDWARDS (D) 1st Legislative District, House Position 1 – Incumbent

Jeanne Edwards has a long history of service in Health Care. Prior to her election to the State House of Representatives, Jeanne was an important part of many health care organizations. Since being elected to the Washington State Legislature in 1998, Jeanne has been a strong advocate for legislation to improve health care services to all citizens of Washington.

With years of experience in the health care field, Jeanne has particularly focused on issues of quality care and the health care needs of the vulnerable – including children and the elderly. Jeanne is proud of her sponsorship of the bill that brought state funding for the Children's Health Insurance Program (CHIP) for low-income children.

TOM CAMPBELL (R) 2nd Legislative District, House Position 2 – Incumbent

Tom is finishing his 5th term as a representative from the 2nd District. The district includes Spanaway, Graham, Roy, Dupont, Orting and the South Hill of Puyallup. Tom has practiced chiropractics for 17 years at his clinic in Spanaway. He was appointed to the Chiropractic Disciplinary Board by former Governor Booth Gardner, and has served as Vice-Chairman. He currently, serves on the House Health Care Committee and is the ranking republican on the committee. Tom is a strong advocate for senior citizens and introduced landmark legislation dealing with prescription drug coverage, patient bill of rights and health care system reform. Tom and his wife Lynn live on a small farm near Roy.

❖ Overview of the 2002 Health I.Q.

CATHY McMORRIS (R) 7th Legislative District, House Position 2 – Incumbent

Cathy has lived and worked on a family owned fruit orchard in Kettle Falls for more than 13 years. The 7th District covers Pend Oreille, Stevens, Ferry, Lincoln and parts of Okanogan and Spokane counties. Cathy is active in a variety of organizations including the Chamber of Commerce, Washington State Cattleman's Association, the State Farm Bureau and the Washington Rural Health Association. Cathy is concerned about access to health care in rural areas and she is a member of the House Health Care Committee. She has attended the Spokane Inland Empire Conference year after year on behalf of her constituents. She also serves on the Commerce & Labor Committee and State Gov't. Committee.

MARY SKINNER (R) 14th Legislative District, House Position 1 – Incumbent

Mary is a life-long resident representing the 14th District – the greater Yakima area. As a junior high school teacher and 23-year veteran in Thurston, Walla Walla and Yakima Counties Mary acquired both local and statewide perspectives, especially in health and education. Mary's husband Hal, a retired cardiologist, also has helped to broaden Mary's interest in health care issues. She serves on the House Health Care Committee as second ranking republican, as well as holding positions on the Higher Education and Transportation Committees.

DEB WALLACE (D) 17th Legislative District, House Position 2

Deb truly understands the value of nurses and others working in our health care system. Within her own family, she has seen how our health care system provides both triumphs and challenges for all of us. With aging parents and a son with **Duchenne Muscular Dystrophy** she is very aware of how the high cost of prescription drugs impacts seniors, as well as long-term care and the rising cost of medical care. Deb will be an excellent addition to the Legislature as a proactive and balanced voice on health care.

PATRICIA LANTZ (D) 26th Legislative District, House Position 1 – Incumbent

Pat is finishing her third term in the House of Representatives. She is an attorney specializing in land use and environmental law, conservation law, immigration law and estate planning. Lantz has a long-standing history of public service in her community. She is credited with founding the Peninsula Heritage Land Trust, co-founded the City Club of Tacoma and works as a trustee on the Pierce County Library Board. Currently, she chairs the House Judiciary Committee and serves on the Higher Education Committee. Pat and her husband John have been married 43 years and have 3 grown children.

JUDY CLIBBORN (D) 41st Legislative District, House Position 2

Running for the open seat vacated by a moderate republican, Ida Ballasiotes. As a nurse, mother and mayor, Judy will bring diverse, practical experience to the state legislature. As mayor of Mercer Island, Judy worked to strengthen downtown business, improve public safety, and protect parks and open space. Currently, Judy is Director of the Mercer Island Chamber of Commerce. She and her husband, Bruce, raised three children and five foster children.

HANS DUNSHEE (D) 44th Legislative District, House Position 1 – Incumbent

Hans is 47 and has lived in Snohomish County for 16 years. He currently lives in the town of Snohomish. Hans was recently redistricted into the 44th District from the 39th District where he served 8 years as a House member. His primary goal as a lawmaker is to create opportunity for middle-class families and seniors. He is a small business owner of a septic design company. Hans is married to Terry Dewitt-Dunshee, who is a teacher in the Snohomish School District. Erin, Hans' 16 year old stepdaughter, attends Snohomish High School. Hans earned a B.A. (University of Washington) and M.A. (Western Washington University.) Currently he chairs Local Gov't and Housing Committee and is a member of Rules and Appropriations.

JOHN LOVICK (D) 44th Legislative District, House Position 2 – Incumbent

John is finishing his second term as a member of the House of Representatives. The 44th District encompasses portions of Snohomish County, Bothell, Lynnwood and Everett. John's public services includes 28 years as a state patrolman and 5 years as a Mill Creek City Councilman. John also participates as a mentor through the Everett Big Brother/Big Sister program in his spare time. He and his wife Karen, a 5th grade teacher, have 5 children. He currently serves as Vice-Chairman of Transportation, Judiciary, and the Criminal Justice & Corrections Committees.

GEOFF SIMPSON (D) 47th Legislative District, House Position 1 – Incumbent

Geoff represents Cent, Covington, Auburn and part of Maple Valley. Before being elected to the House of Representatives, Geoff was a 2-term Covington City Councilman and also served as Mayor Pro-Tem. He is a fire fighter with the Kent Fire Department and has also owned a small business. He has always been a community leader and well known for his local efforts to improve pedestrian safety and walking routes for school children. He is a strong supporter of improving healthcare quality and access as well as workplace safety issues. He is married to Kathy and they have 3 children.

JACK CAIRNES (R) 47th Legislative District, House Position 2 – Incumbent

Jack is finishing his 4th term as a representative of the 47th District which encompasses Kent, Covington, Auburn, Black Diamond and part of Maple Valley. Jack holds a MA in counseling from Ball St. University. He has been a drug and alcohol counselor, personnel and community affairs director and a teacher/facilitator. As a US Army officer he served 2 tours of duty in Vietnam and was called back to serve in Desert Shield and Desert Storm. Jack and his wife Andrea have 4 children and live in Covington. Cairnes is well respect by his peers and has influence among his caucus members.

STEVE JOHNSON (R) 47th Legislative District, Senate – Incumbent

Born and raised in Issaquah, Steve graduated from Whitman College and the University of Washington Law School. The 47th District is composed of Kent, Covington, Auburn, Black Diamond and part of Maple Valley. Steve was first elected to the State Senate in 1994 and re-elected in 1998. He and his wife, Lynn, have been active members of their community for 35 years. They have two grown children and four grandchildren. Steve's leadership in the senate is obvious: *Republican Deputy Leader* – 2001-02; *Republican Floor Leader* – 1999-00; *Majority Floor Leader* – 1997-98; *Legislative Ethics Board* – 1999-02. He received Legislator of the Year from the Washington Council of Police and Sheriffs in 2002. He has served on the Health and Long-Term Care Committee, supported and co-sponsored needlestick legislation, voted for Mandatory Overtime Bill and family leave legislation.

LUKE ESSER (R) 48th Legislative District, Senate

Luke is running for the senate seat which is being vacated by Dan McDonald. Both House of Representative members from the 48th District chose to run for this senate seat in a contested primary. As anticipated, Luke Esser was the preferred republican chosen to advance on to the General Election. Luke was supportive of many health care issues as they were debated on the House Floor. He has always sought out advice from health care lobbyist on health care issues when he feels he needs more information, before taking a vote. He has in the past had an open mind and an open door on health care and access issues. He was a valuable ally in the house, sure to be a supporter in the senate.

United American Nurses – Labor Leader Institute

WSNAs sent seven of our local unit staff nurses leaders to the second annual UAN–Labor Leader Institute, held in Chicago, IL, September 18–22, 2002. Washington Nurses Association representatives were: Marty Avey (Sacred Heart Hospital in Spokane), Martha Goodall (Holy Family Hospital in Spokane), Judi Lyons (Kittitas Hospital in Ellensburg), Tim Davis (Affiliated Health Services in Mount Vernon), Jeremy King (Children’s Hospital in Seattle), Sonja Kvamme (Children’s Hospital in Seattle) and Darlene Delgado (WSNA Nurse Representative and Per Diem at Evergreen Hospital in Kirkland). There were a total of 125 staff nurses in attendance at this conference from 21 ANA/UAN states.

As the largest union for registered nurses in America, the UAN and WSNA recognize that quality training is essential for helping staff nurse leaders become effective, skilled local union leaders.

The WSNA representatives had the opportunity to choose from over 20 workshops that included: Internal Organizing; Basic Grievance Representation; Arbitration; Local Unit Communication; Collective Bargaining; Labor and Employment

Law; Local Bargaining Unit Structure; Fundamentals of Media Opportunities; Recent Precedent Setting NLRB Cases; Caring for Those Who Care: Educate, Activate, and Organize Around Occupational Health and Safety; Civil Rights Issues at Work; Economics of the Health Care Industry; Introduction to the AFL-CIO.

In addition to attending the workshops, nurses were able to network with others staff nurse leaders, share stories, gain new

ideas to bring home to the local units in Washington and realize how WSNA is a leader in the country as a “union for nurses by nurses”.

The UAN is again planning this Labor Leader Institute for next September. It is highly recommended by those who have had the opportunity to attend.

Look for highlights from this conference to be shared at the Spring WSNA Local Unit Council meeting.

St. Johns (Peace Health in Longview) Nurses Negotiate Unprecedented Agreement!

The WSNA Local Unit Negotiating Team at St Johns, Peace Health Hospital in Longview made tremendous improvements to their contract as a result of recent negotiations. Wage increases ranging from 21.5% to 24.5% over 3 years were achieved with increases every 6 months in addition to yearly Step increases of 2.5% between Steps. These gains were very important since Peace

Health had fallen behind the market for the Southwest Washington area.

New Steps 22 and 26 were added in the second and third year of the contract to recognize the expertise and commitment of senior nurses who have long tenure with the hospital.

As a result of the last round of negotiations, PeaceHealth nurses had been receiving double time after two hours when coming to work in advance of their regular shift as well as when working two

hours beyond the end of their shift. Management proposed going back to time and one half. The Negotiating Team held fast to the double time and prevailed.

Additional new language: **WORK ON A DAY OFF** paid at time and one half for nurses picking up extra shifts above a .5 FTE. What better way to encourage nurses to pick up extra shifts at PeaceHealth, instead of seeking outside employment with an agency!

The Negotiating Team–Jeanne

Avey, Vicki Everette, Ruth Gorley, Marilyn Hays, Rick Baker, Susan Barnes, Mary Parker, Tina Moreno, Debbie Neiman, the Negotiator from WSNA, Julia Lear, and Nursing Representative, Pat McClure, are happy to say they prevailed with their original decision that there should be *"NO" take-a-ways*.

The Negotiating Team did a tremendous job representing the nurses at PeaceHealth and *they wholeheartedly recommend ratification of this contract!!!*

WSNA Staff Participate in UAN Organizer Training

The United American Nurses (UAN), the labor arm of ANA,

held a training workshop for State Nurses Association Organizers on October 11-13 in Orlando, Florida. Barbara Foster, WSNA Labor Relations Organizer, was one of 18 attendees representing states from across the nation who were funded by the UAN to attend the training. These included Montana, Ohio, Oregon, Iowa, Minnesota, Michigan, Missouri, Illinois, New York and Kentucky.

The sessions included: *"Organizing Professionals: Trends, Attitudes and Possibilities"* by Paul Almeida, President, Dept for Professional Employees, AFL-CIO; *"Research Findings Regarding Organizing Professionals"* by Rick Hurd,

Director of Labor Studies, Cornell University; *"Using Your Resources"* by Gary Stevenson, Director of Organizing AFT Healthcare; and *"Salting To Win"* by Marvin Moshell, Organizing Program Director, New York State Nurses Association.

Less formal time was spent with the state nurses associations' organizers exchanging information regarding campaigns in their respective states and organizing targets, along with some specific tips, strategies and rationales. Additionally, all the participants committed to continuing state-to-state networking on a regular basis.

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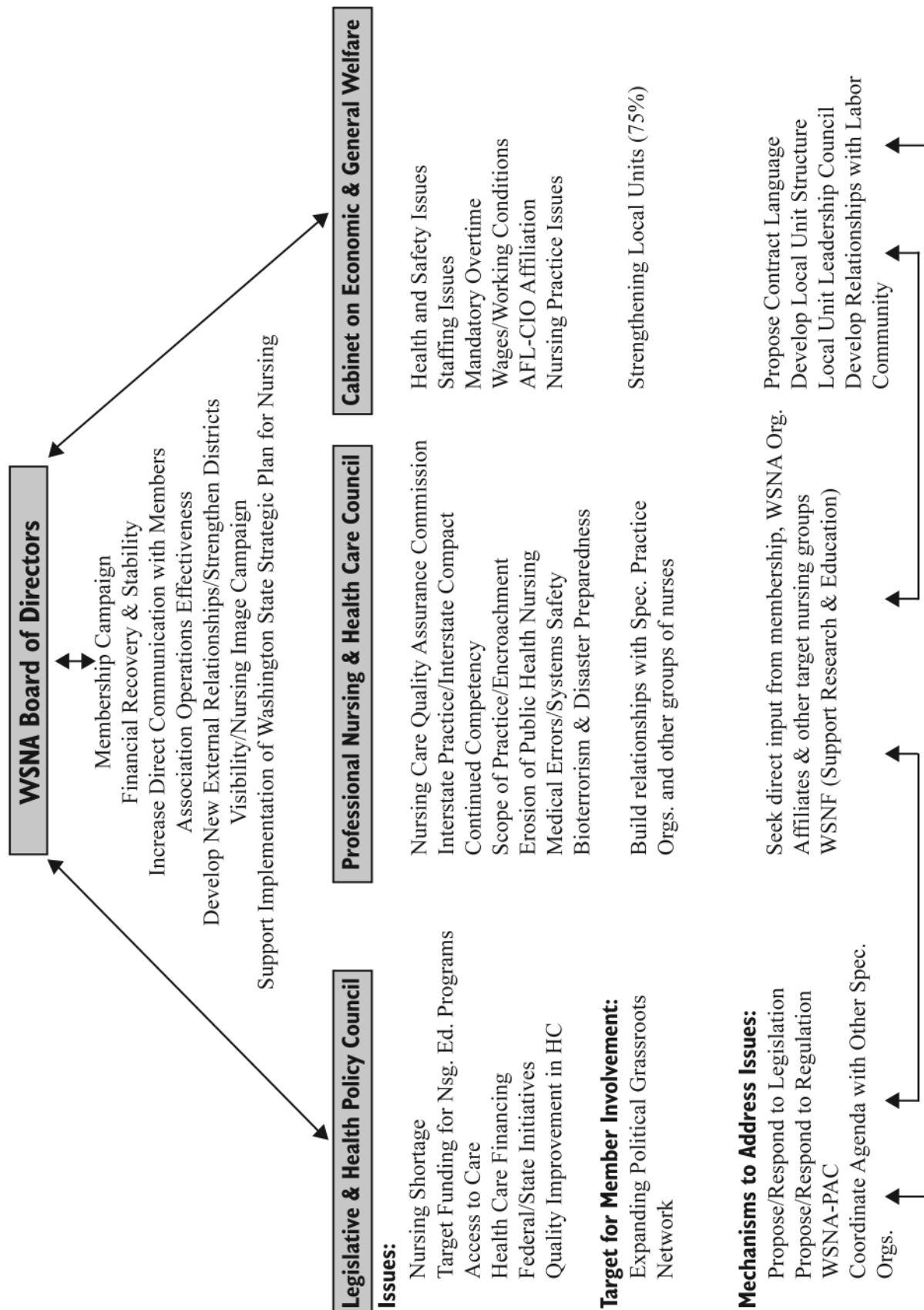


Monte Bersante is an experienced attorney who represents nurses before the Nursing Care Quality Assurance Commission. Prior to becoming an attorney, Mr. Bersante worked in the Coronary Care Unit at King County's Level 1 trauma center and on the open heart team at the largest private hospital in Washington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

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

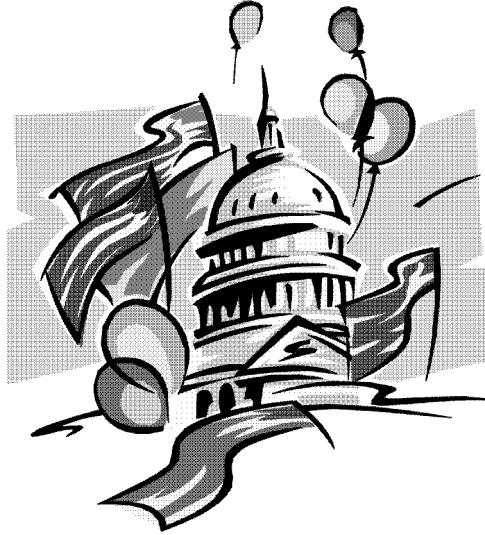


Washington State Nurses Association 2001-2003 Issues & Priorities Assignments



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On the Nurse Shortage Front

WNLC Continues Work to Implement Washington State Strategic Plan for Nursing

The Washington Nursing Leadership Council (WNLC), formerly called the TriCouncil, is continuing work to implement The Washington State Strategic Plan for Nursing which was unveiled at a special stakeholders summit on July 19, 2002 (see Summer 2002 issue of **The Washington Nurse** for details and full text of the plan). WNLC is a coalition of professional nursing leadership organizations in Washington State. The member organizations include: Council for Nursing Education in Washington State (CNEWS), Northwest Organization of Nurse Executives (NWONE), Washington League for Nursing (WLN), Washington State Nurses Association (WSNA), and the Washington State Nursing Care Quality Assurance Commission (NCQAC).

The WNLC is currently developing a comprehensive work plan, including three working groups, to address the five overarching goals of the strategic plan.

The Education Work Group will address:

1. Attain and maintain an image of nursing as a desirable profession and valued career for women and men who reflect the diversity of society.
2. Prepare a sufficient supply of appropriately educated nurses to meet the healthcare needs of Washington State residents by 2007 and beyond.

The Work Environment Work Group will address:

1. Create workplace environments that attract and retain qualified nurses.
2. Assure ongoing collection and analysis of reliable data on supply, demand, distribution and workplace conditions of nurses.

The Center for Nursing Work Group will address:

1. Establish a Washington Center for Nursing to oversee the

implementation and ongoing evaluation of the Washington State Strategic Plan for Nursing.

Each of the Work Groups will be co-chaired by two members of the WNLC and each work group will have representatives from all WNLC member organizations. Work groups will meet at least monthly via e-mail and/or conference calls. The overall

WNLC will provide oversight and direction to the workgroups and will be meeting at least every two-three months.

The next meeting of the WNLC is October 31st. WSNA members interested in serving on one of the work groups are encouraged to contact either Louise Kaplan or Judy Huntington by email at WSNA: wsna@wsna.org

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Leaving a Legacy

A conversation between WSNF President Helen Kuebel and Dr. Marjorie Batey on the importance of leaving a legacy.

HK: Our theme is “*Nursing a Career for Life*”. Can you describe how nursing has influenced your life?

MB: Nursing is the only thing I have been in my life – *it is my life*. In high school, when I was considering what I wanted to do in my life, nursing was a strong option; then came the U.S. Cadet Nurse Corps in the 40’s to help with the nursing shortage. I graduated from the diploma school at Sacred Heart Hospital in Spokane. We just had our 55th class reunion this year. My early education in nursing built the values of what I would do. Nursing is not just a job, it is a way of life. I went on for my BS at the University of Washington and MS in nursing at the University of Colorado. I also earned my PhD in Sociology at the University of Colorado because at the time there were no doctoral programs in nursing. I have had several careers within nursing; first in psychiatric nursing, then in teaching, and research.

HK: Can you tell me about nurses who had an influence your career?

MB: The major influence that lead me to teach was Dr. Mary S. Tschudin. She was teaching and guiding me all the way—a real mentor. Katherine Hoffman was another major influence in my teaching career. Faye Adbellah also played a key role; I remember she sat with me and helped me to develop an application for a research fellowship. Hildegard

Peplau influenced me in psychiatric nursing. These are ones that stand out. There have been many.

HK: Why do you think it is important for nurses to support the work of the Foundation?

MB: I want to help others do what they have chosen to do. By giving to scholarship funds, we can help those who enter “nursing as a career” develop a “commitment” to their career. By giving to general funds that go toward continuing education or research, there is a great probability nurses will move ahead, if they had the resources to

do what they want to do in their career. I have chosen to give to the Washington State Nurses Foundation in the name of Delores Little because of the legacy she is leaving in nursing. It is important to recognize her contributions to the profession. I wish each recipient of her scholarship could get to know her. There are other specific scholarships but this is how I want to leave a legacy – in her honor.

HK: Thank you for taking time to speak with me.

MB: I’m glad I got home from the gym in time.

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❖ Nursing News Briefs

UW Professor Dr. Kathryn Barnard receives prestigious IOM Award

In recognition of her pioneering work to improve the physical and mental health outcomes of infants and young children, Dr. Kathryn Barnard, PhD, RN, FAAN, has received the Gustav O. Leinhard Award from the Institute of Medicine. She shared the honors with Dr. Barry Brazelton, professor emeritus, Harvard Medical School, and author of a series of popular books on childcare and parenting.

Barnard, recently named the Spence Endowed Professor in Nursing at the University of Washington School of Nursing, has devoted her career to promoting understanding of the impact of the first three years of life on a child's later physical, psychological, emotional and spiritual health. In 1971, through a contract with the U.S. Public Health Service, she developed the first empirically proven guidelines for health care workers to assess infant development and intervene with appropriate parent-child interactions. Using satellite technology, these were broadcast as a series of eight classes to nurses and other health professionals across the United States and later transmitted to 20 countries. Culturally sensitive versions of the NCAST program (Nursing Child Assessment Satellite Training) have been used in Head Start Centers here and in several Pacific Rim countries.

Nurse Reinvestment Act Signed, but Still Needs Appropriations

President George W. Bush signed the Nurse Reinvestment Act into law on August 1, 2002, however funds still need to be appropriated by Congress before it recesses for the year. A coalition of more than 50 organizations from nursing, health care and business groups are supporting the request for \$250 million to be provided to fund the law which expands nurse scholarships and loan repayment programs, establishes geriatric training grants and career ladder programs, and provides loan programs to prepare faculty and funds for public service announcements to promote nursing careers. Nurses are asked to contact their Congressional Representatives and Senators to request full funding at the \$250 million level for funding in FY 2003.

WSNA Member Elected to National Office

WSNA member, Karen Haase-Herrick, MN, RN, Executive Director of NW-ONE, has been elected as President-Elect of the American Organization of Nurse Executives (AONE) effective January 2003 and will assume the AONE presidency in January 2004. A graduate of the UW nursing administration program, Karen has been an AONE board member since 2001 and has been executive director of the NW-ONE for more than twelve years.

WSNF Supported Activities

The Washington State Nurses Foundation awarded the May Loomis grant for student scholarships to Nursing Camp at Seattle Pacific University during the summer of 2002. (See article on p.22 of Summer 2002 issue of **The Washington Nurse**)

For information about the camp email renglund@spu.edu or call (206) 281-2610.

Reminder: Membership Information and Employment Status Changes

It is the responsibility of each nurse to notify the Washington State Nurses Association of any change in **name, address, phone number, leave of absence, medical leave, maternity leave, or leaving or joining a bargaining unit**. This change must be done in writing either by using a change of information card or sending email to wsna@wsna.org.

The Cabinet on Economic and General Welfare (EG&W) has a policy that states when a nurse is on a leave of absence for any reason, the dues are reduced to 50% for the entire period of the leave time. The dues accumulated during the leave time are to be paid within 90 days of returning to work.

Web Sites on Specialty Certification

For those of you who plan to become certified in your specialty or become recertified, there are web sites that explain all you need to know.

Begin by going to the *American Nurses Credentialing Center's* pages for **Certification / Recertification and List of Credentials** at <http://www.nursingworld.org/ancc/certs.htm>. Their "List of Credentials" page is handy for verifying the correct initials for each specialty certification that ANCC provides. There is a Frequently Asked Questions (FAQ) section covering general questions. Be sure to check ANCC's site frequently for new announcements and exam updates.

The *Lippincott Williams and Wilkins* site, **Nursing Center**, includes a reprint of their annual *Guide to Specialty Certifications* from their annual fall journal issue. This year's appeared in August. It includes twenty-four organizations or certification boards, which develop and offer certification standards and exams. The valuable feature of the Nursing Center web page is the ability to link immediately to the individual specialty certification organization's web site.

I have found that a few certifying bodies are not included in this Nursing Center list. If you hope to become certified as a **Legal Nurse Consultants**, go to the Medical-Legal Consulting Institute, Inc. web site (<http://www.legalnurse.com/>). They have developed a curriculum and examination and confer certification in that field. One interesting section focuses on several success stories.

The *International Association of Forensic Nurses* (IAFN) site at <http://www.forensicnurse.org/> includes information about their Certification Board and exams for **Sexual Assault Nurse Examiners** (SANE). IAFN is conducting a survey on their site to determine interest in the development of a pediatric version of the SANE exam.

Many of these sites also include information about conferences and materials to prepare you for the various certification exams.

The *American Academy of Case Management* (AACM) offers comprehensive **Certification and Fellowship Programs** for qualified professional nurses and other professional health care providers practicing the specialty of Case Management. The AACM offers a two-tier program beginning with Certification of Case Managers with advancement to Fellowship status in the Academy. Go to <http://www.aihcp.org/cs~mgmnt.htm>

If you are searching for a particular certifying organization or wondering if there is even a certification process available for your specialty, search the list of Certification Organizations that have been accredited by the **National Commission for Certifying Agencies** (NCCA). NCCA was created by *The National Organization for Competency Assurance* (NOCA) in 1989 to establish and recognize adherence to standards for certifying programs. For instance, the list includes the Council on Certification of Nurse Anesthetists (<http://www.promissor.com/clients/ccna.asp>), which is accredited by NCCA until 2007 and the International Board of Lactation Consultant Examiners (<http://www.iblce.org/>), accredited until 2003.

Barbara Holz Sullivan, MSN, RN

WSNA Practice & Education Specialist

Next Issue: Web sites on Culturally Sensitive Nursing Care

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Rachel L. Kimball
Michelle J. Lampkin
Meghan L. Perry
Barbara J. Peters
Billie J. Schaafsma
Karen A. Steinke
Dolores A. Thompson
Cheryl S. Vanderwerf
Mindi L. Wallace

DISTRICT 11

Fort Vancouver
Susan E. Bach
Sandra R. Dickson
Ann K. Morten
Stephen S. Remsing
Sonia Thomas
Shayne S. Yocum

DISTRICT 12

Olympic Peninsula
Marilyn R. Harasick

DISTRICT 14

Whitman
Ann L. Coffman
Emily M. Stoll

DISTRICT 15

Tri-Cities
Jeanette L. Baldridge
Amy S. Buchanan
Jaime M. Cairns
Robin P. DeLorenzo
James R. Harless
Kimberly E. Kennedy
David L. Miller
Amy J. Parman
Ben O. Pate
Mary E. Rizzo
Joanne M. Spurlock
Erica J. Tindall
Carmel E. Tjaarda

DISTRICT 16

Skagit-Island-San Juan
Terry A. Barcena
Sarah J. Bear
Michele C. Black
Heidi N. Bletsch
Pamela J. Brown
Calvin J. Cogburn
Greta A. Dalton
Claudia M. Havercroft
Rebecca L. Hobbs
Patricia L. Howe
Michelle A. Jarchow
Alicia D. Kiesecker
Kathryn M. Lathrop
Robert McWhorter
Stacy A. Newton
Linda J. Rawlins
Elizabeth W. Rogers
Shevaun V. Rudkin
Tamera M. Schnell
Jennifer S. Smith

Rebecca A. Staat
Carolyn F. Stearns
Kelly M. Turgeon
Patricia J. Ulloa
Barbara J. Westlake
Nolana R. Worline

DISTRICT 17

Kitsap County
Necita Q. Quilpa

DISTRICT 18

Kittitas County
Ann E. Hubbard-Tontini
Paul M. Kelly
S Danielle Martini

DISTRICT 98

Other Counties
Tracey C. Gunderson
Melanie Pyles



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❖ District News

District 2, King County Nurses Association Update

UW Nurse-Researcher to Speak about “Body Blues” at Upcoming Fall Kick-Off

King County Nurses Association held its annual Fall Kick-Off Event on Saturday, October 19. This was an excellent opportunity to learn more about specific nursing issues, and to network with your nursing colleagues.

The event featured a keynote address entitled “When Your Body Gets the Blues: A Research-Based Program,” by Marie-Annette Brown, PhD, ARNP, FAAN, and UW nursing professor. Brown described women’s most misdiagnosed and under-treated mood problem, informally called the “body blues,” about which she has recently published a book. Brown’s research indicates that a three-part program, developed and tested at the University, is successful in improving the “body blues” syndrome (including mild “vegetative” depressive symptoms such as fatigue, irritability, food cravings and sleep difficulties).

The Kick-Off Event also included two concurrent sessions:

- **“Delegation of Duties to Unlicensed Assistive Personnel,”** by Joan Garner, MN, RN, director of nursing practice, education, government/public relations and member services, WSNA, and
- **“Nursing Human Energy: Helping People Find the Energy to be Well,”** by Rita Howard, MA, Adult Education, Reiki Practitioner and Energy Coach.

KCNA to Celebrate 100 Years of Service

The year 2003 will mark King County Nurses Association’s 100th year of service to the community. KCNA will be celebrating this event in a number of ways, including an effort to link individual KCNA members with volunteer needs in their communities. A number of community service organizations have communicated specific volunteer needs, and KCNA has used its *Advocate* newsletter to publicize the needs to area members. If you are interested in donating some time, please call KCNA at 206-545-0603. We’ll be happy to “make a match!”

Career Opportunities

Nurse Management

Critical Care Unit Manager-MS-Seattle
PeriOp Manager-BSN-Tacoma
PeriOp Educator-BSN-Seattle
ICU Manager-MSN-Seattle
Clinical Nurse Specialist Educator-Med/Surg-Tacoma
Urology Clinic Nurse Supervisor-BSN-Seattle
ER Mgr-BSN-Tacoma
Clinical Manager-Critical Care-BSN-Tacoma

Ancillary Positions

Mgr Imaging Services - Tacoma
Staff Radiation Therapist - Seattle
Physical Therapist- Seattle/Tacoma

For details and complete job description contact –

Kim Rigby
Holtermann & Associates
888-778-0098
Kim@hva-job.com
www.hva-jobs.com

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.

October 2002:

26th National Conference on Correctional Health Care; Oct. 19-23; Nashville, TN; Contact Hours: 39.3; Fees: \$350; Contact: National Commission on Correctional Health Care: 773/880-1460.

Is Our Society Making You

Sick? Spiritual Care and Population Medicine; Oct. 23; Seattle; Contact Hours: 6.3; Fees: \$50; Contact: Swedish Medical Center Department of Spiritual Care: 206/386-2082.

Fighting Fear with Knowledge;

Oct. 23; Tacoma, WA; Contact Hours: 6.5; Fees: \$79; Contact: A.

25th Annual Pacific NW

Conference on Advanced Practice in Primary and Acute Care; October 23-26; Seattle, WA; Contact Hours: 8 - 25.8; Fees: \$115-\$325; Contact: C.

HIPAA and HHS Regulations for Managing Patient

Information; Oct. 26; Seattle; Contact Hours: 7.2; Fees: \$195; Contact: C.

Saturday Skills Workshops; Oct.

26; Seattle; Contact Hours: TBA; Fees: \$115-\$195; Contact: C.

Diabetes Update; Oct. 29;

Tacoma, WA; Contact Hours: 7.5; Fees: \$89; Contact: A.

Chemical Safety: At Work and

At Home; Oct. 29; Spokane, WA; Contact Hours: TBA; Fees: \$175; Contact: Julie Schmitz: 206/543-1069.

The 51st Governor's Industrial

Safety and Health Conference; Oct. 30-31; Spokane, WA; Contact Hours: none; Fees: \$60; Contact: Julie Schmitz: 206/543-1069.

November, 2002:

Foundations in Chemotherapy

Practice; Nov. 4-5; Seattle, WA; Contact Hours: 16.5; Fees: \$260; Contact: C.

Rehabilitation Nursing:

Concepts and Techniques; Nov. 4-8; Puyallup, WA; Contact Hours: 25.2; Fees: \$450; Contact: Good Samaritan Hospital: Kelly McNett: 253/848-6661.

Spanish Medical Terminology;

Nov. 7; Tacoma, WA; Contact Hours: 7.5; Fees: \$89; Contact: A.

Therapeutic Transfer

Techniques; Nov. 13; Puyallup, WA; Contact Hours: 7.8; Fees: \$100; Contact: Good Samaritan Hospital: Kelly McNett: 253/848-6661.

New Horizons in Wound Care:

Wound Care Update 2002; Nov. 13-14; Seattle; Contact Hours: 16; Fees: \$260; Contact: C.

Geriatric Pharmacology; Nov. 14;

Tacoma, WA; Contact Hours: 7.5; Fees: \$89; Contact: A.

Rapid Response: Essential

Skills for Urgent Clinical Situations; Nov. 18; Seattle, WA; Contact Hours: 7.3; Fees: \$195; Contact: C.

Partnerships for the Future: A National Conference on Professional Nursing Education and Development; Nov. 20-23;

Chicago, IL; Contact Hours: TBA; Fees: TBA; Contact: 616/336-7168.

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

December, 2002:

Opportunities & Innovations in Home Care: 3rd Annual Conference; Dec. 4; Seattle; Contact Hours: 7.2; Fees: \$160; Contact: C.

Best Practices in Health Care for Older Adults; Dec. 5; Seattle; Contact Hours: 7.2; Fees: \$160; Contact: C.

Pharmacotherapeutics for ARNPs; Dec. 6; Tacoma, WA; Contact Hours: 7.5; Fees: \$109; Contact: A.

January, 2003:

Introduction to Perioperative Nursing; Jan. 6; Tacoma, WA; Times, Clinical Sites, Contact Hours to be announced. Contact: A.

Emergency Care of the Older Adult in the Community Setting; Jan. 15; Tacoma, WA; Contact Hours: 6.5; Fees: \$79; Contact: A.

February, 2003:

Holistic Approaches to Oncology Nursing; February 7-9; Union, WA; Contact Hours: 12.6; Fees: (includes lodging, and meals) \$650; Contact: Harmony Hill Retreat Center: 360/898-2363 or visit www.harmonyhill.org

WSNA Nurse Legislative Day; February 10; Olympia, WA; No Contact Hours; Fees: TBA; Contact: Anne Piazza: 206/575-7979, Ext. 3006.

March, 2003:

People to People Ambassador Programs: Nursing Delegation to China; March 28-April 9; Contact Hours: None; Fees: \$4,690; Contact: Kristi Wheeldon: 800/669-7882, Ext. 422.

April, 2003:

Clinical Updates in Correctional Health Care: April 12-15; Anaheim, California; Contact Hours: 26; Fees: \$140-\$300; Contact: National Commission on Correctional Health Care: 773/880-1460.

14th Annual Pacific Northwest Ambulatory Care Nursing Conference; April 24-25; Seattle; Contact Hours: TBA; Fees: TBA; Contact: C.

INDEPENDENT SELF STUDY COURSES:

Preceptorship; 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.

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:

**Intercollegiate College of Nursing
Washington State University
College of Nursing**
Professional Development
2917 W. Fort George Wright Drive
Spokane, WA 99224-5291
509/324-7356 or 800/281-2589
www.icne.wsu.edu

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

Wild Iris Medical Education
PO Box 527
Comptche, CA 95427
707/937-0518
nurses@nursesceu.com
www.nursingceu.com

Creative Education Unlimited, LLC
888/545-9991

Lower Columbia College in Longview, WA is recruiting part-time nurses for clinical teaching positions in medical/surgical nursing and obstetrics/pediatrics. Recent clinical experience required in addition to Master's degree in nursing and unencumbered Washington RN license. For an application contact Personnel Office, 1600 Maple Street, Longview, WA 98632. Fax sparvey@lcc.ctc.edu. (360) 442-2122 LCC is an AA/EOE

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Fill out a Consent Now to Serve and Run for WSNA Office

The WSNA Nominations/Search Committees are seeking candidates for elected and appointed offices for the 2003-2004 Biennium. The WSNA Nominations/Search Committees will be meeting on November 15, 2002 to develop the ticket for the WSNA elections that will be held in May 2003. To be considered for nomination to a specific elected and so that your name will appear on the ticket of nominees that will be printed in the Winter Issue of the Washington Nurse, you must be a member of WSNA and submit a completed Consent to Serve form. Take advantage of this opportunity to be nominated and complete the form below and mail it to WSNA for arrival before November 10, 2003.

Although members may declare their own candidacy by submitting a consent to serve form to the WSNA Secretary no later than sixty (60) days prior to the first meeting of the General Assembly (by March 2, 2003) or by being nominated from the floor at the General Assembly (May 2, 2003), this will be too late for printing in the Winter Issue of the Washington Nurse. The names of all candidates, regardless of method of nomination, will appear on the mailed election ballot and write-in candidates are allowed.

WSNA CONSENT TO SERVE FORM

WSNA Elected Offices and Cabinet, Councils and Committee Appointments

PLEASE COMPLETE SECTIONS 1 AND 2. IN ADDITION, IF YOU ARE SEEKING A CABINET, COUNCIL, OR COMMITTEE APPOINTMENT, COMPLETE SECTION 3. IF YOU ARE SEEKING AN ELECTED OFFICE, COMPLETE SECTION 4.

Please type or neatly print, and *return the completed form* to **WSNA, 575 Andover Park West, Suite 101, Seattle WA 98188**. If possible, please enclose an identified head and shoulders photograph if you do not have one currently on file at the office.

MEMBER INFORMATION (Sections 1 & 2)

I consent to be a nominee for position(s) specified in sections three and/or four of this form. _____ (initial)
Name: _____ Current Member of District # _____
Street Address: _____
City: _____ State: _____ Zip: _____
Home Telephone: ____/____-____, Work Telephone: ____/____-____, Birth Date (optional): _____
E-mail Address: _____, Facsimile: ____/____-____
To assist with legislative activities, please indicate your: Legislative District # _____ Congressional District # _____

NURSING PREPARATION

Please state your highest nursing degree and non-nursing education.

☐ Diploma	School: _____	☐ Associate Degree	School: _____
☐ Baccalaureate	School: _____	☐ Masters	School: _____
☐ Doctorate	School: _____	☐ Non-Nursing Education	School: _____

PROFESSIONAL EXPERIENCE

Present Position: _____
Employer: _____ Dates: _____
If not presently employed in nursing, please list your present occupation: _____
Employer: _____ Dates: _____

WSNA INVOLVEMENT

I have been a WSNA member since _____.

Present Offices:

WSNA Office:	Term: _____
Local Unit Office:	Term: _____
District Office:	Term: _____
National Office:	Term: _____

Previous Offices:

WSNA Office:	Term: _____
Local Unit Office:	Term: _____
District Office:	Term: _____
National Office:	Term: _____

PERSONAL INFORMATION

Honors and Awards: _____
Professional Memberships: _____
Professional Interests: _____
Community Involvement: _____
Personal Interests: _____
Family Members Names and Ages (optional): _____
Quote on Nursing (optional): _____

WSNA COUNCIL, COMMITTEE, FOUNDATION, PAC APPOINTMENTS (Section 3)

- ☐ **BYLAWS/RESOLUTIONS** (approximately two one-day meetings/biennially, one one-day meeting prior to convention, and as needed at convention): Responsible for developing proposed changes in WSNA Bylaws including amendments and/or revisions; edits and prepares resolutions for presentation to the General Assembly.
- ☐ **FINANCE** (three one-day meetings/year): Prepares and monitors the annual WSNA Budget for Board approval. Recommends changes in finance policies and dues structure.
- ☐ **NOMINATIONS/SEARCH** (two to three one-day meetings/year): Prepares the ticket for election of WSNA Officers, Directors,

Councils and Delegates to ANA Convention/House of Delegates; and prepares a list of candidates for appointment to WSNA councils and committees.

- ☐ PROFESSIONAL NURSING AND HEALTH CARE COUNCIL (three one-day meetings/year): The council shall fulfill the responsibilities as defined by the Board of Directors which are reviewed biennially and approved by the Board of Directors. Task Forces will be appointed by the council subject to approval and funding by the Board of Directors, and will meet to accomplish projects and then are disbanded.
- ☐ LEGISLATIVE AND HEALTH POLICY COUNCIL (three one-day meetings/year): The Council's responsibilities are defined by the Board of Directors and reviewed biennially.
- ☐ CONVENTION PLANNING (two to three one-day meetings biennially): Plans biennial WSNA Convention and recommends theme, speakers, and format to the WSNA Board of Directors for action.
- ☐ CONTINUING EDUCATION APPROVAL AND RECOGNITION PROGRAM (CEARP) COMMITTEE (two one-day meetings/year): Conducts and evaluates CEARP consistent with American Nurses Credentialing Center-Commission on Accreditation (ANCC-COA) Standards. Reports to the Professional Nursing and Health Care Council.
- ☐ WSNA PAC BOARD OF TRUSTEES (one to four meetings/year): Plans and implements endorsements, fundraising, candidate support activities and political education. Members of this board represent the nine congressional districts and one member-at-large.
- ☐ WASHINGTON STATE NURSING FOUNDATION BOARD OF TRUSTEES (four to eight meetings/year): Supports recruitment of individuals into nursing; assists in fund development and donor cultivation/funds seminars and workshops for nurses and the public; provides means for publication of books and other printed or audiovisual materials; encourages participation of the public in workshops or other programs on health issues. Board of Trustees consists of not less than five or more than nine, a majority of whom shall be members of the WSNA Board of Directors. Trustees shall be elected by the active members of the Foundation at the annual meeting.
- ☐ FINANCIAL AID (mostly conference calls): Reviews/acts upon requests for financial assistance within guidelines established by the WSNF Board of Trustees.

ELECTED OFFICES (Section 4)

I consent to have my name considered for nomination to the following elected WSNA Offices and/or as a Delegate to ANA Convention.

- | | |
|--|---|
| ☐ PRESIDENT, two years | ☐ DIRECTOR, two years |
| ☐ VICE PRESIDENT, two years | ☐ At-Large |
| ☐ SECRETARY/TREASURER, two years | ☐ At-Large Staff Nurse |
| ☐ WSNA NOMINATIONS/SEARCH COMMITTEE MEMBER, two years | |
| ☐ CEGW NOMINATING/SEARCH COMMITTEE MEMBER, two years | |

CABINET ON ECONOMIC AND GENERAL WELFARE, two years

- | | |
|---------------------------------|---|
| ☐ Member | ☐ Chair (also serves on WSNA Board of Directors) |
|---------------------------------|---|

PROFESSIONAL NURSING AND HEALTH CARE COUNCIL, two years

- | | | | | |
|-----------------------------------|------------------------------------|-----------------------------------|---|--|
| ☐ Research | ☐ Education | ☐ Practice | ☐ Administration | ☐ Ethics and Human Rights |
| | ☐ At-Large | | ☐ Chair (also serves on WSNA Board of Directors) | |

LEGISLATIVE AND HEALTH POLICY COUNCIL, two years

- | | |
|-----------------------------------|---|
| ☐ At-Large | ☐ Chair (also serves on WSNA Board of Directors) |
|-----------------------------------|---|
- ☐ STAFF NURSE DELEGATE TO ANA HOUSE OF DELEGATES - a non-supervisory nurse who is a member of WSNA Bargaining Unit or is bargaining unit eligible.
 - ☐ AT-LARGE DELEGATE TO ANA HOUSE OF DELEGATES - any member not covered under the Staff Nurse definition.
 - ☐ DELEGATE TO ANA UAN NATIONAL LABOR ASSEMBLY - any member of a bargaining unit represented by WSNA and who must remain a bargaining unit member throughout the term of office as a UAN Delegate.

Print your name as it should appear on the ballot: _____

Candidate's Statement: _____

Information on this page will be used by the Nomination/Search Committee to prepare the ticket. Not all nominees are placed on the ticket. If your name does not appear on the ticket and you wish to be a candidate, you may be a self-declared candidate by notifying WSNA Headquarters prior to the stated deadline.

Information on the opposite page will be used by the Nominations/Search Committee, the Cabinet, Councils, and the WSNA Board of Directors in seeking cabinet/committee members and alternates. Appointments to WSNA committees are for two years. Please indicate by preference, "1" being the highest priority, the cabinet/councils/committees on which you would like to serve.

If elected or appointed to the WSNA Board of Directors, a Cabinet, Council or Committee, it is my obligation to attend meetings. If I am unable to fulfill this commitment, I will resign.

Signature: _____ Date: _____

2003 WSNA CONVENTION/SUMMIT



Presented by:



May 2-3, 2003
Doubletree Guest Suites
Seattle, WA

First Name: _____ M.I. _____
 Preferred Name: _____
 Last Name: _____
 Nursing Credentials: _____
 Street Address: _____
 City: _____
 State: _____ Zip Code: _____
 Daytime Phone: _____ / _____ - _____
 E-mail: _____
 Employer: _____

LOCATION OF SUMMIT:

Doubletree Guest Suites
 Southcenter, Seattle, WA 98188

MAIL OR FAX THIS FORM

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

DEADLINE & FEES

The *Early Bird Registration*
 deadline is **April 1st, 2003**.

CANCELLATION POLICY

Cancellations are subject to a \$25
 processing fee. No cancellation
 refunds after April 15th, 2003.

HOTEL INFORMATION

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

DIETARY NEEDS OR ASSISTANCE

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

REGISTRATION CATEGORIES — check only one Registration for all events includes:

Early Bird Registration (WSNA members only/registration must be received NLT April 1st, 2003)

- ☐ WSNA Member \$150 All events on Friday & Saturday
☐ *Yes! I plan to attend the Early Bird Reception on Thursday May 1st, 2003 from 7-9 pm!*

Regular Registration—Two Days

- ☐ WSNA Member \$175 All events on Friday & Saturday
☐ Non-member \$225 All events on Friday & Saturday

Regular Registration—One Day (choose one)

- | | | | |
|--|--------------------------------------|----|--|
| ☐ WSNA Member \$100 Events on | ☐ Friday Only | or | ☐ Saturday Only |
| ☐ Non-member \$150 Events on | ☐ Friday Only | or | ☐ Saturday Only |
| ☐ Student Nurse* \$25 Events on | ☐ Friday Only | or | ☐ Saturday Only |

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

PAYMENT METHOD — check one only

- ☐ Check/Money Order, made payable to **WSNA**
☐ VISA/MasterCard

Fee Total: \$ _____

BankCard #: _____ - _____ - _____ - _____ **Exp.** ____ / ____

Cardholder's

Name: _____ **Signature:** _____

CONVENTION EVENTS & ACTIVITIES

The following continuing education (CE) sessions are being offered as concurrent sessions. To help plan meeting room space, please check all of the CE sessions you wish to attend. Contact hours for CE through WSNA are pending. The CE Sessions are offered twice. The first group begins Saturday 9am, followed by the second CE Session at 10 am. Please check which session and time you prefer:

CE Sessions— Pick one from each time listed:

Time

9 10

- | | | |
|--------------------------|--------------------------|---|
| ☐ | ☐ | <i>Pros and Cons of Staffing Ratios</i> |
| ☐ | ☐ | <i>What You Need to Know About the New HIPPA Regulations and Why Your Practice Must Change</i> |
| ☐ | ☐ | <i>Preparing for the Inevitable—Bioterrorism and You—Are You Ready?</i> |
| ☐ | ☐ | <i>How to Make New JCAHO Standards Work for You and Your Patients</i> |

2003 WSNA Convention/Summit Schedule



Make your plans now to attend the WSNA biennial convention/summit on May 2–3, 2003

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

Convention Summit Schedule

Thursday–May 1st, 2003

7:00 pm - 9:00 pm

Wine and Cheese Networking Session with Early Bird
Registration for Early Arrivals

Friday–May 2nd, 2003

8:00 am to 10:00 am

Registration, Continental Breakfast, Networking,
Vendor Exhibit and Poster Sessions

10:00 am to Noon

WSNF Silent Auction Begins
1st Session WSNA General Assembly
• President's Address
• Report of Progress on Priorities

Noon to 1:00 pm

Cabinet and Councils Awards Lunch
Closing of WSNF Silent Auction Group 1 items

1:00 pm to 3:00 pm

2nd Session WSNA General Assembly
• Bylaws and Resolutions
• Discussion of the Proposed Dues Increase

3:00 pm to 4:00 pm

Break: Refreshments and Networking in the Vendor
Exhibit and Poster Sessions and closing of WSNF
Silent Auction Group 2 items

4:00 pm to 5:00 pm

Keynote Speaker: Suzanne Gordon, Author of
Silence to Voice

5:00 pm to 7:00 pm

Light hors d'oeuvres Reception and WSNA Member
and Media Awards Session and Closing of WSNF
Silent Auction Group 3 items

7:00 pm

"Free" Time for Dinner and Fun

Saturday–May 3rd, 2003

8:00 am to 9:00 am

Continental Breakfast and Networking with the
Vendor Exhibit and Poster Sessions

9:00 am to 10:00 am

Concurrent CE Sessions:

1. "Pros and Cons of **Staffing Ratios**—Will They Really Work"
2. "What You Need to Know About the New **HIPPA Regulations** and Why Your Practice Must Change" – A session for Staff Nurses, Educators and Managers in all settings
3. "Preparing for the Inevitable—**Bioterrorism** and You—Are You Ready?"
4. "How to Make **New JCAHO Standards** Work for You and Your Patients" – including new staffing standards and pain management standards

10:00 am to 11:00 am

Concurrent CE Sessions #2:

Repeat Concurrent CE Sessions (see above)

11:00 am to 12:00 pm

Lunch Break and Networking in the Vendor Exhibits and
Poster Sessions

12:00pm to 1:00 pm

Plenary Session: Barbara Safriet, PhD, JD, Associate
Dean, Yale Law School: "**Nursing—A Career for Life**" a
futuristic view of nursing in the health care system

1:00 pm to 2:45 pm

Roundtable Dialogue Sessions: Nurses in facilitated small
groups will identify key issues and strategies to help
guide WSNA priority setting for the next two years.
Each group will address the questions: To assure Nursing
Continues as a Career for Life:

1. What are the three most important issues you want WSNA to Address in the next two years?
2. What are the three most important actions you want WSNA to take in addressing these issues?
3. What three actions will you take in your own practice setting to address these issues in the next two years?

Facilitators will keep the groups on task and help compile
the results for the wrap-up session

2:45 pm to 3:15 pm

Wrap Up and Summit Adjournment:

"*Future Directions: Where We Go from Here*"

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

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