

THE WASHINGTON NURSE

SPRING 2003
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WSNA Convention - Last Chance to Register... page 48

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21st Annual
Nurse
Legislative
Day –
Best Ever!



Skagit Valley Nurses at
Legislative Day, 2003



Spokane Nurses at
Legislative Day, 2003

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THE WASHINGTON NURSE

Volume 33, No. 1
Spring 2003

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 2003, 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
Fall August 15

Calendar of Events

April

- 8 WA Nursing Leadership Council
- 10 Cutoff for Discounted Hotel Reservations for Convention
- 11 Cabinet on Economic and General Welfare
- 22 KCNA Centennial Celebration - Shilshole Bay Beach Club
- 23-24 CNEWS - Spokane

May

- 1 Local Unit Council Meeting and Bylaws/Resolutions Committee Meeting
- 1-3 WSNA Convention/Summit, DoubleTree Suites, Southcenter
- 5-9 National Nurses Week
- 12 International Nurses Day (Florence Nightengale's Birthday)
- 23 Finance Committee and WSNA Board of Directors Executive Committee
- 26 Office Closed – Memorial Day
- 30 WSNA/WSNF Night at the Seattle Storm

June

- 14 UAN and ANA Delegate Orientation
- 23-24 United American Nurses National Labor Assembly – Washington DC
- 25-27 ANA House of Delegates – Washington DC

July

- 4 Office Closed – Independence Day
- 8 WA Nursing Leadership Council

August

- 7 Cabinet on Economic and General Welfare
- 8 New WSNA Board and Cabinet Orientation
- 9 WSNA Board of Directors

September

- 28 Cabinet on Economic and General Welfare & Local Unit Council Meeting (Lake Chelan)
- 29-30 Leadership Development Conference (Lake Chelan)

Important Dates

May 1 - 3, 2003
2003 WSNA Convention Summit
"Nursing: A Career for Life",
DoubleTree Suites, South Center, WA

September 28–30, 2003
13th Annual WSNA Leadership Conference
Lake Chelan, WA

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INFORMATION RESOURCES AVAILABLE WSNA WEBSITE

<http://wsna.org>

While I spend most of my work life as an educator, I still practice on a regular basis as a family nurse practitioner in nurse practitioner clinics that serve a large number of Medicaid, Medicare and uninsured clients. My heart aches for many of these people who are struggling not only with their health issues and personal challenges but also with the chaos of our nation's purported healthcare system. People tell me of the struggle they have had to find a provider who will take them into their practice simply because they are Medicaid or Medicare patients. This is especially true of the young and the old, our most vulnerable populations. One mother recently told me she made 15 phone calls before she found my practice.

In a state of six million people, over 800,000 are served by the state's Medicaid program. Another 130,000-plus are served by the Washington Basic Health Plan. Nearly one million people, *a sixth of the state's population*, receive health care services under these two programs. In addition, a recent analysis by **Families USA** estimates that over one million residents of Washington are uninsured. Over one-third of the state's population is either uninsured or using state funded health plans – they are our neighbors, our friends and members of our larger community.

As I reflect on the views and actions of our state's elected officials, I see little that encourages me to believe we are moving beyond a socio-political culture in which people focus on their own benefit rather than the good of our larger community. At the risk of being politically unpopular, I believe that this is a time for each

of us to recognize the need to generate more revenue for the state. Yes, this means raise taxes. There is no other way we can survive as a community obligated to provide for public education, health and safety. Sick children do not learn and sick adults cannot work. Rather than invest more money in the correctional system I believe we must infuse money into our mental health system and our treatment programs for substance abuse. All too many people end up in prison because our system has failed to help them when they needed it most and at a time when trouble with the law might have been prevented.

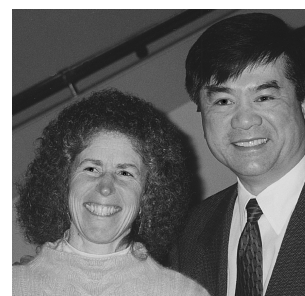
While I have chosen not to run for reelection as president of WSNA, I will continue to work on behalf of nurses and nursing and to continue as an advocate for those who are in need of health care regardless of their socio-economical status. Health care is not about "we" and "they," it is about "us." I believe that nurses know better than anyone how interconnected we are. The fabric of our society is threaded with the richness of caring and giving that nurses do on a daily basis. We are richer for the opportunity to share with our patients in their times of health and illness. They are richer for the care and concern each of you provides. Thank you for all you do and for leading the way in making our health care "system" more rationale and more compassionate.

This is my last column as President of the Washington State Nurses Association. As my biennial report reflects (see page 30), the past two years have been rich, rewarding and filled with many accomplishments. I extend my

deepest thanks and appreciation to each of you. This organization is the sum of its individual members. I am in debt to each of you for your support of WSNA, nursing and health care. You each engage in improving nursing and health care through the professional care that you deliver and through your commitment to doing the best you can for each and every patient you serve.

My special thanks to the wonderful members of the WSNA Board of Directors and each of our councils and committees for assuring that WSNA is strong, vibrant and reflects our members and their concerns. My thanks also to the staff, without whom we could not do all that we do. I know how hard you work! I plan to continue to serve you in many ways, particularly by supporting WSNA's legislative and health policy agenda. The need is great and the time is little, but *together we can change worlds!*

Louise Kaplan
PhD, MN, ARNP
WSNA President



Louise Kaplan with Governor Gary Locke, Legislative Day, 2003

Nearly 600 Nurses & Nursing Students Turn Out for 2003 Nurse Legislative Day

Lobby for Nursing Shortage Issues!

A record turnout of nearly 600 registered nurses and nursing students attended the 21st Annual Nurse Legislative Day. With the current and worsening nursing shortage, strategies to address both the recruitment and retention of registered nurses were the focus of the event.

Governor Gary Locke delivered the keynote address. In his speech, the Governor emphasized the important role that registered nurses play in our health care system. He pledged his support in working with us to address the nursing shortage in order to ensure access and quality of care for our patients.

"Our record turnout of nurses and nursing students from every part of the State demonstrates the critical nature of the nursing shortage and its effect on every facet of health care. Legislators and the Governor must act to increase nursing education programs at every state college and university," said Louise Kaplan, PhD, ARNP, WSNA President.



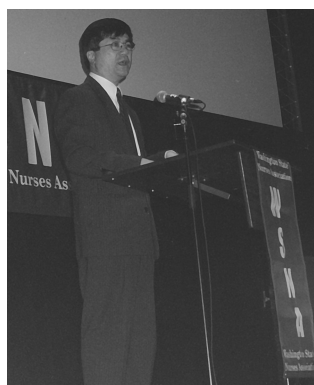
**Nearly 600 Nurses & Students pack Olympia Arts Center on
Legislative Day 2003**



**Breakout Session on
Budget, Nurse Lobby Day**



**Lisa Ross (Chair, Legislative and
Health Policy Council), Louise
Kaplan (WSNA President),
Governor Gary Locke and Judy
Huntington (WSNA Executive
Director) Legislative Day, 2003**



**Kenote Speaker, Governor Gary
Locke, Nurse Legislative Day, 2003**

**Legislative Panel
highlight key issues at
Nurse Lobby Day**



**Nurses in line at
microphone discuss
concerns with Governor
Locke**

WSNA's Legislative Recommendations: Addressing the Nursing Shortage

The root causes of the nursing shortage are complex and interrelated. In order to attract more people into the profession and increase diversity, the Washington State higher education system must at minimum, expand capacity of programs so that qualified applicants to nursing programs are not turned away. In the meantime, we must also establish safe staffing standards to ensure safe patient care during this time of an accelerated nursing shortage. Here are WSNA's legislative recommendations for addressing the nursing shortage:

1. Nursing Enrollment Slots Funding

Nursing programs in Washington State are turning away hundreds of qualified students every year due to a lack of funding. We support the designation of at least 500 fully funded RN slots in the 1,550 high demand FTE enrollment slots proposed by the Governor.

2. Nursing Faculty Funding

Many nursing programs are not running at full capacity due to lack of funds to recruit and retain sufficient faculty. We must have an increase for RN faculty salaries at community colleges by funding increments in the operating budget and an increase in faculty salaries at the four-year universities through recruitment and retention funding designated specifically for RN faculty in the operating budget.

3. Funding to Increase Capacity

In order to meet the projected demand of registered nurses in Washington State over the next decade, we must invest money in schools for expanding physical capacity such as labs and classrooms and provide appropriate support of new nursing programs. We support capital budget allocation for both community colleges and universities for expansion of physical capacity of nursing programs.

4. Scholarships and Loan Repayment

The Health Professions Scholarship and Loan Repayment program is essential in attracting more men and ethnic diversity to the profession. This program retains nurses after graduation practicing in areas that are underserved

and rural areas so that the State does not need to rely on foreign nurses from other countries that are also experiencing nursing shortages. We support an increase in Higher Education Coordinating Board Health Professions Scholarship & Loan Repayment program funding by \$1 million dollars in the operating budget. The current \$2.67 million for the program has not had an increase since 1994.

5. Patient Safety Act HB 1602/SB 5598

Recent studies have confirmed that RN staffing has a direct correlation to the safety of patient care. Inadequate staffing and lack of input are major

reasons registered nurses leave acute care nursing. The Patient Safety Act would provide nurses with an opportunity to have meaningful input toward nurse staffing in order to ensure quality patient care and increased job satisfaction. While this bill is "dead" for this session, *it will* be reintroduced next year.

6. Mandatory Overtime SB 5419/ HB 1604

Extend protection from mandatory overtime for nurses to additional settings such as jails, state hospitals, and state veteran's homes. Both these bills received very favorable hearing in the Senate and the House and is awaiting further action.

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



2003-2004 Contract Year Underway

Thirty-two WSNA contracts will be negotiated in the next 14 months. Nurses are gearing up by conducting surveys, identifying issues with local unit members, analyzing contracts and new settlements from around the state and country.

Staff attorneys and Nurse Reps have been busy working for months to operationalize the E&GW Cabinet 2003-2004 bargaining goals by developing new contract language, researching the issues and relevant new laws, and planning strategies (see the last issue of ONE STRONG VOICE for this year's bargaining goals.)

One change you will see this year is a real commitment to start negotiations, work hard at the table and have contracts ready to vote on before expiration and to get new contracts in your hands within a month from ratification. Wouldn't that be great! *Lets work hard to make it happen!*

Cabinet Sponsors ANA CE Sessions Across the State

Two of the hottest topics in nursing today are issues related to the recruitment and use of foreign-educated nurses and the controversy surrounding smallpox immunizations. The E&GW Cabinet heard the concerns, fears and frustration of many local unit members and sponsored CE forums presented in four locations across the state: Spokane, Vancouver, Mt. Vernon and Seattle. Cheryl Peterson, MSN, RN, ANA Senior Policy Fellow and Director of the ANA International Nursing Center in Washington DC was the presenter. Cheryl has been on the front lines of policy, legislation and regulatory issues for many years. She has become a national expert on the issues of smallpox and bioterrorism. Cheryl has first hand experience with bioterrorism and chemical weapons gained while serving in the US Army Nurse Corps in the 1991 Gulf War.

The forums were attended by members from fifteen different bargaining units, four colleges and universities, human resources directors and staff, nursing students, nursing

administrators and even nurses from Oregon. Nurses expressed appreciation for the information and many reported they had heard little, if anything, on the topics from employers. Evaluations described the forums as "invaluable," "informative," "timely" and "very well presented." One nurse remarked, "I had no idea that things like NAFTA and immigration laws affected me as a nurse or that the ANA was playing such an active role working on our behalf."

The Cabinet hopes that this is the first in a series of statewide forums on topics of current interest for nurses. If you have a hot topic or idea you would like to hear more about in your town, e-mail the cabinet at bfrye@wsna.org and let us know!

Spring Local Unit Council Meeting Coming Soon

Plan now to attend the Spring Local Unit Council meeting. It will be held in conjunction with the WSNA Biennial Summit/Convention at 5:30-7:30pm, May 1, 2003 at DoubleTree Suites, Southcenter. Join other local unit activists for the Council meeting and

stay for the whole convention! It is a great use for Local Unit funds! *See you there!*

"ONE STRONG VOICE" new publication of the WSNA Labor Program

As part of our commitment to work harder on improving communications with you, our members, each local unit member will receive a new quarterly publication, ONE STRONG VOICE, which will be full of information about the latest in contract settlements, trends in the industry, recent changes in the law, updates and news on WSNA victories in arbitrations and grievances. This is your publication – so tell us what news you want to hear, what topics you find valuable in your workplace and what other labor information that you would find valuable. Do you have something from your local unit you would like to share with other local units or someone who has contributed in an outstanding way in your local unit? E-mail Barbara Frye at bfrye@wsna.org with your news tips. Watch your mailboxes for the next issue, due to come out in late April.

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WSNA Participates in Cover the Uninsured Week to Highlight Awareness of Those Without Health Care Insurance

WWSNA was a proud co-sponsor of *Cover the Uninsured Week* along with diverse organizations such as Washington State Hospital Association, Washington State Medical Association, Washington State Labor Council, and Association of Washington Businesses (among many others). The events throughout March 10–16 included a Town Hall meeting and Interfaith Breakfast to raise awareness on the impact of so many Americans without health care insurance.

According to a report by Families USA in March 2003, approximately 1.48 million Washington state residents under 65 years of age – almost 1 out of 4 (28.30%) – were uninsured for some time in 2001–2002. The report further estimates that almost 982,000 (66.3%) of these uninsured people were uninsured for at least six months.

Nationally, the report estimates that approximately 74.7 million Americans under 65 years of age were uninsured sometime in the two-year period. In the past, we have talked about 41 million Americans being without health insurance. That is a U.S. Census number that describes how many people were without insurance for all of 2001. The new number – 75 million – describes how many people went without insurance for ANY part of 2001 and 2002. Some of those are people who were without insurance for a few weeks between jobs, but the vast majority – 65 percent – were uninsured for six months or more.

Additional Washington state statistics are from *The Pulse Report*, which is published by the University of Washington Health Policy Analysis Program and uses data from the state Office of Financial Management:

- In 2002, 10.7% percent of Washingtonians were uninsured, an increase from 8.4% uninsured Washington citizens in 2000.
- Rates of uninsured vary by geography. In 2000, the rate in Eastern Washington rural counties was about twice the rate in the western urban counties.
- One in five (19.5%) of those aged 19–24 in Washington was uninsured in 2000, whereas only about 1% of those aged 65 and up had no insurance, primarily because of widespread access to Medicare.

- One in five (19.5%) Washingtonians with a household income below \$35,000 was uninsured in 2000.
- Nearly one in four Hispanics (22.8%) and Native Americans (24.4%) in Washington was uninsured in 2000, twice the rate of other ethnic or racial groups.
- Employment-based insurance covers almost two-thirds of the total population (63.4% in 2000, including some who also have public insurance) and is especially prevalent among adults age 19–64.
- Public insurance covered one-quarter of the population (25.8%)

in 2000, including some also covered by employer plans. Increasing rates of public insurance coverage played a major role in reducing the proportion of the total Washington population that was uninsured from 12.2% in 1993 to 8.4% in 2000.

- According to surveys, about one in four children (24%) were enrolled in public insurance in 2000 and about two-thirds were enrolled in an employment-based plan. Data from state agencies show an even higher enrollment in the public plans (32.6% of the child population in 2000).



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Frankie Manning appointed to Seattle King County Board of Health

Frankie Manning, MA, RN, Associate Director of Nursing Service for the VA Puget Sound Health Care System was appointed to the Seattle King County Board of Health on January 24th after being nominated for the post by both the KCNA and WSNA Boards of Directors. Frankie is also a retired Lieutenant Colonel from the Army Nurse Corp. Her professional accomplishments include developing the first on-site health clinic for older adults in Wichita Kansas; leading a missionary health team to Haiti; and, as Chief Nurse for the 50th General Hospital, she successfully deployed over 300 reserve personnel to Bellingham during an outbreak of Hepatitis B. Ms. Manning has considerable experience in the development of health policy and delivery of acute care and population based services.



The Board of Health is mandated to set countywide public health policy, enact and enforce local public health regulations, and carry out other duties of local boards of health specified in state law. The Board is comprised of 14 members. Eleven of its 13 voting members are elected officials from the King County Council, the Seattle City Council and the Suburban Cities of King County. Three health professionals are also members of the board. According to Board of Health rules, *they are to serve as citizen public health experts, assisting the Board with complex, often technical, public health issues.*

Perioperative Nurses Plan Fall Mini-Congress

The Washington State Council of Perioperative Nurses (WSCP) will hold its annual WSCP Mini-Congress **October 9–12, 2003** at Campbell's Resort in Chelan, Washington. Registration is Thursday Evening October 9th, with classes all day on Friday, Saturday and Sunday morning (ending before noon.) Contact Rebecca Davis, RN, MN, CNOR, WSCP President-Elect at CardiacNse@aol.com for more registration information.

National Perioperative nurses week is November 9–15, 2003.

Mental Health in Schools: Doing What Works!

The Eighth National Conference on Advancing School-Based Mental

Health Programs is coming to Portland, Oregon, October 23–25, 2003. Major themes for the conference include: *Using What Works in the School Setting, Building on Youth, Family, School, and Community Strengths, and Advancing School Mental Health Policy, Funding, Training, and Technical Assistance* and a new track, *Advanced Practice in Schools*. For more information, please check the CSMHA website for guidelines and forms: <http://csmha.umaryland.edu/csmha2001/natconf-rfp.php3>

Or contact Sylvia Huntley at the Center for School Mental Health Assistance, 410-706-0981, 1-888-706-0980.

UW Nursing Prof Outstanding Arthritis Volunteer for 2002

Basia Belza, Ph.D, RN, an expert on physical conditioning and fatigue management in chronic disease, has been awarded the *2002 Outstanding Volunteer Leadership Award* from the Washington/Alaska Chapter of the Arthritis Foundation. She was recognized for her "enthusiastic and committed volunteer service on behalf of the 1.8 million people in Washington and Alaska living with arthritis, the nation's #1 cause of disability," according to a spokesperson from the organization. An associate professor in the UW School of Nursing, Belza recently completed ten years as a board member of the Washington/Alaska Chapter, including serving as chair of

the board in 2000 and 2001. In 2000–2002, she served as a member of the Arthritis Foundation's National Board of Trustees, and prior to that as a national delegate from the chapter. This top honor from the Washington/Alaska chapter was presented January 27.

Former ANA President Appointed to Head Tennessee Department of Mental Health

Virginia Trotter Betts, MSN, JD, RN, FAAN, former President of the American Nurses Association (1992–1996) and an advisor to former U.S. Health and Human Services Secretary Donna Shalala (1996–1998) was recently appointed by Tennessee Governor Phil Bredesen to lead Tennessee Department of Mental Health and Developmental Disabilities. Among other functions, the department operates five regional mental health treatment facilities across Tennessee. Betts, a registered nurse and attorney, was the director for health policy and a professor of nursing at the University of Tennessee Health Science Center in Memphis prior to assuming her new role.

In the federal government, Betts was instrumental in shaping mental health policies for U.S. Surgeon General David Satcher. Among other initiatives, she helped develop a national strategy to prevent suicide and helped coordinate a landmark study identifying best practices for mental health and mental illness treatment. In



1996 she was honored as "Psychiatric Nurse of the Year" by the American Psychiatric Nurses Association and in 2000 was awarded the Surgeon General's Medallion for contribution to the public's health.

Don't Miss the WSNF Silent Auction at WSNA Convention/Summit

The Washington State Nurses Foundation (WSNF) has announced plans to hold a silent auction in conjunction with the WSNA Convention/Summit May 2, 2003. The WSNF auction, a popular event at the biennial convention, will feature a wide range of valuable items ranging from weekend vacations, tickets to sporting events, craft baskets and much more. Proceeds from the auction will support activities of the foundation including nursing scholarships, research grants and educational events. The WSNF trustees welcome donations of auction items and volunteers to assist with the auction activities. For more information on how you can help, contact Barbara Bergeron at WSNA ext. 3024.

Request for Personal Stories to Influence Public Policy

The health policy journal *Health Affairs* (www.healthaffairs.org) has a personal story section called "Narrative Matters" that will sponsor an invitation-only nurse writing conference in Fall 2003. The goal of the conference is to cultivate nurses who already write narratively but who may not be writing for a non-nurse, broad audience on policy-relevant issues. The conference will explore ways to get more nurses to write and publish personal stories that carry a policy punch and will be read by policymakers.

"Narrative Matters" editors Kyna Rubin and Fitzhugh Mullan, M.D. are seeking suggestions for nurses who might be in a strong position to contribute to or benefit from attending the conference, either as speakers or as participatory audience. They are

looking for nurses who already have published narrative in some form and who are interested in using narrative to effect policy change. For examples of the kind of narrative writing they wish to encourage, see the two nurse stories published in the Jan/Feb 2002 issue of *Health Affairs* by Ray Bingham and Barry Adams (go to www.healthaffairs.org; under Archives, then Search, type the authors' names, or type in "Narrative Matters" for other stories they have published). If you have suggestions of nurse writers, please contact Kyna Rubin, Associate Editor, "Narrative Matters" at: **Health Affairs**, 7500 Old Georgetown Road, Suite 600 Bethesda, MD 20814. tel: 301-656-7401, fax: 301-654-0629 or email: krubin@projecthope.org

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 an 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.*

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District 2, King County Nurses Association Update

Please Join Us to Celebrate our First 100 Years!

KCNA will host a special 100th Anniversary Celebration on Tuesday evening, **April 22, 2003, 5:30–9 pm** at the Shilshole Bay Beach Club in Seattle. Don't miss the keynote presenter, Melodie Chenevert, RN, nationally known author and motivational speaker. Chenevert will speak on nursing and the health care system in her keynote presentation entitled, *"Queen of Hearts, Winning the Hearts and Minds of King County Nurses."*

Also included in the celebration: the Annual Silent Auction, with plenty

of fantastic items to benefit the KCNA Scholarship Program; a lovely meal of salmon, chicken or vegetarian entree, topped off with a piece of 100th Anniversary cake; and special exhibits showcasing *100 Years of King County Nursing*.

Please register early; space is limited. To register for the 100th Anniversary celebration phone KCNA at 206-545-0603 or e-mail kcnurses@kcnurses.org. The cost is \$30 per KCNA (District 2) member and \$40 per non-member.

KCNA Offers One More "Connections" Seminar this Spring

Calling all nurses: KCNA has one more **Connections Dinner Seminar** this spring.

Rita Howard, MA, Adult Education, Reiki Practitioner and Energy Coach will present the **Four Health Essentials**. The workshop will explore the subtle and sometimes surprising ways the body uses nourishment, movement, hygiene and recuperation to maintain health. Participation for all RNs will earn 2.4 CEARP credits.

This seminar will be held on **Wednesday, May 14, 6:30–9 pm** (boxed meal and networking at 6:30 p.m., presentation at 7 pm) at the Good Shepherd Center, 4649 Sunnyside Ave. N., in Wallingford.

To register, phone KCNA at 206-545-0603. The cost of \$30 for KCNA (District 2) members and \$40 for non-members including the boxed meal.



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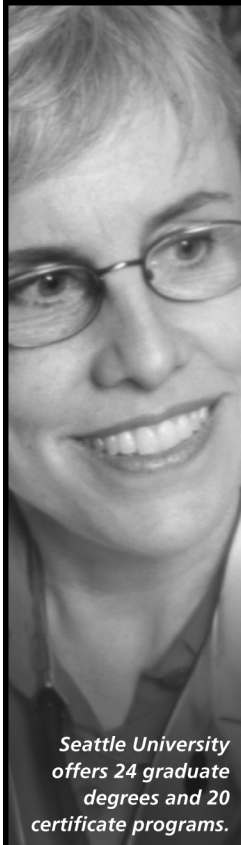
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Web Sites on Holistic Nursing Care

Whether or not you already use holistic principles and approaches in your practice or are simply curious about what these are, there are several excellent web sites devoted to holistic nursing and health care, including sites discussing the controversies surrounding various complementary and alternative medicine (CAM) therapies. Because holistic nursing and health embraces so many related areas, you will find only some of the many fields mentioned below.

Holistic Nursing: Begin by going to the Online Journal of Issues in Nursing (OJIN) on the ANA web site:

<http://nursingworld.org/ojin/topic15/tpc15toc.htm>.

Under the long list of topics, number 15 includes several articles, columns, letters, and references (published in 2001) which explore whether or not complementary therapies are really considered nursing.

The **American Holistic Nurses' Association** (AHNA) web site includes membership information, links to obtaining certification, and a state-by-state resource directory of nurses practicing holistic nursing:

<http://www.ahna.org/about/about.html>

You will also find information about how to subscribe or contribute to their official publication— Journal of Holistic Nursing, as well as a list of their other publications (standards, core curriculum, and a handbook and instructor's manual for practice) and products (audiotapes and workbook worth 9.6 contact hours).

The Holistic Nursing Institute offers a certificate program and several education programs:

<http://www.holisticnursinginstitute.org/>

The **Whole HealthMD.com** site is a good place to begin to understand the philosophy and concepts of holism and holistic nursing. This site states that Florence Nightingale may have been a holistic nurse and includes help on how to choose a holistic nursing practitioner: http://www.wholehealthmd.com/refshelf/substances_view/1,1525,10134,00.html

Another site providing a basic understanding is provided by the **National Center for Complementary and Alternative Medicine** (NCCAM), a component of the **National Institutes of Health**. There you will find an explanation of the differences between complementary therapy and alternative medicine, a list of the five complementary and alternative medicine therapy categories (some of which I use below), and a dictionary of terms.

Go to <http://nccam.nih.gov/health/whatiscam/index.htm>

The **University of Virginia**, including the School of Nursing, is one of the eleven NIH-funded centers for the study of complementary and alternative therapies: <http://www.nursing.Virginia.edu/centers/cscat/>

The **Consumer Health Information Service** has eight pages of links to complementary and alternative therapies at: <http://hml.org/CHISaltmed/links-a.html>

The journal Alternative Therapies in Health and Medicine web site at includes a list of articles from their current issue and links to the **2003 Alternative Therapies Symposium** held in Seattle on March 26-29, 2003.

<http://www.alternative-therapies.com/at/login/index.jsp>

Mind-Body Interventions:

1. Guided Imagery: There are several sites devoted to explanations and resources for guided imagery, a mind-body intervention aimed at easing stress and promoting a sense of peace and tranquility at a stressful or difficult time in someone's life. Begin by going to <http://www.guidedimageryinc.com/guided.html>.

The Academy for Guided Imagery has developed a form of therapy called *Integrative Guided Imagery* and deals with it in depth at <http://nightingalecounseling.com/guided.html>

The American Holistic Nurses' Association has approved contact hours for an online certificate program in imagery.

You can find more information at http://www.imageryrn.com/Table_O_Cont.htm

There is a Guided Imagery Resource Center with a list of upcoming retreats and conferences on the Health Journeys site: <http://www.healthjourneys.com/calendar.asp>

2. Biofeedback and Applied Psychophysiology Interventions: The site for the **Association for Applied Psychophysiology and Biofeedback** includes several links to current articles on biofeedback and a plea for nurses practicing biofeedback to share their experiences and ideas: <http://www.aapb.org/public/articles/details.cfm?id=282>

EEG Spectrum International, Inc. has a web site with multiple links to help you understand neurofeedback, also known as EEG biofeedback. To find technical information about the instruments and computers used, about finding trained RNs in your area, and about upcoming courses go to <http://www.eegspectrum.com/>

Manipulative and Body-Based Methods:

Massage: The HealthWorld Online web site includes a detailed article "Massage Therapy and Bodywork: Healing Through Touch", reprinted from The American Holistic Health Association Guide to Alternative Medicine (1996): <http://www.healthynet.com/asp/templates/article.asp?id=1946>

It lists and discusses key principles, the many varieties and techniques, research centers and scientific support, strengths and limitations, the practitioner-patient relationship, how to choose a practitioner, professional associations, case studies, and references.

Energy Practices: Therapeutic Touch: Nurse Healers-Professional Associates International (NH-PAI, Inc.) states that it is the official organization of therapeutic touch (TT) using the Krieger and Kunz method. A Dec. 2002 statement declaring the differences between TT and the Healing Touch Program and which seeks to distance NH-PAI from that program can be found at: http://www.therapeutic-touch.org/content/HT_or_TT.asp

If you further explore **TT** on the Internet, you will find several essays about the lack of scientific evidence from double blind studies demonstrating the effectiveness of TT. In a 1998 article in *Nurseweek*, (<http://www.nurseweek.com/features/98-6/touch.html>), there is a discussion of the Rosa Study, a school science project conducted by the 11 year old daughter of a nurse, Linda Rosa, who, in 1996, published a critique of several nursing studies on therapeutic touch. She found little evidence for its effectiveness. The results of Emily Rosa's elementary school science project was published in the *Journal of the American Medical Association* in April 1998.

In 2002, **PBS** broadcast several segments on the controversies surrounding alternative therapies. Summaries can be found on their web site at: <http://www.pbs.org/saf/1210/index.html>

One of the segments dealt with healing touch: <http://www.pbs.org/saf/1210/segments/1210-5.htm>

However, you will also find a discussion about the value and appropriateness of using qualitative rather than quantitative methods to research the value of integrative or complementary therapies in the *Online Journal of Issues in Nursing* article: "Complementary and Alternative Therapies in Nursing Education: Trends and Issues" at: http://nursingworld.org/ojin/topic15/tpc15_5.htm

Education Programs Available:

There are several colleges and continuing nursing education programs that offer holistic courses:

Bastyr University offers a repeat of their complementary and alternative medicine program beginning in July 2003. Go to their web site for more information: <http://www.bastyr.edu/camsummer/>

The **King County Nurses Association** has long offered approved contact hours for complementary medicine topics. To keep up to date, go to the KCNA web site at: http://www.kcnurses.org/About_Us/

This past February, **Harmony Hill** of Union, Washington, a wellness center on the Hood Canal, offered contact hours for a retreat on guided imagery and emotion release taught by *Beyond Nursing* for holistic oncology and other nurses. To learn about future events, go to <http://www.harmonyhill.org>

The Deeper Well in Three Rivers, California, offers integrative medicine workshops for nurses and soon will offer online courses. Go to <http://www.sequoiabedandbreakfast.com/well/>

New York College of Health Professions claims to be the first school to offer a holistic nursing program: <http://www.schools.naturalhealers.com/nycollege/>

Columbia University School of Nursing's site describes their *Integrative Therapies in Primary Care* subspecialty program at <http://www.nursing.hs.columbia.edu/academics-programs/itpc.html>

In the series of *Online Journal of Issues in Nursing* articles mentioned earlier on complementary therapies, there is a discussion of several additional college programs, as well as links to continuing education opportunities:

http://nursingworld.org/ojin/topic15/tpc15_5.htm

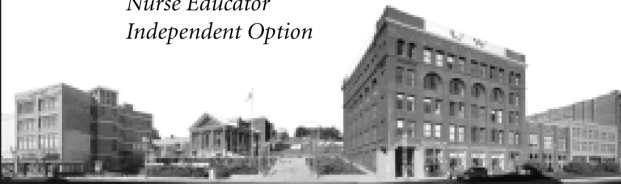
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April 2003:

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.

Nursing 2003 Symposium: April 13-16; Lake Buena Vista, FLA; Contact Hours: 30.8; Fees: \$329; Contact: 800/346-7844, Ext. 7750.

The 17th National Conference on the Family in Stress and Crisis: April 14-17; Santa Fe, NM; Contact Hours: 20; Fees: \$365; Contact: The Institute for Integral Development: 800/544-9562.

Spanish for Health Care Providers: April 22 & May 6; Tacoma, WA; Contact Hours: 15; Fees: \$169; Contact: A.

Telehealth Nursing Practice: April 23; Tacoma, WA; Contact Hours: 7.5; Fees: \$89; Contact: A.

Contact Hours: 16.5; Fees: TBA; Contact: C.

Washington State Hospice & Palliative Care Organization (WSHPCO) Spring Conference: Expanding Dimensions 2003: April 28-29; Ocean Shores, WA; Contact Hours: pending; Fees: \$340; Contact: WSHPCO: 425/290-8473.

Physical Assessment Series: April 28-June 30; Seattle, WA; Contact Hours: 8-32.4; Fees: \$110-895; Contact: C.

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www.plu.edu/~ccnl/

B Bellevue Community College Continuing Nursing Education Health Care Programs
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Spokane, WA 99224-5291
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www.icne.wsu.edu

Assessing Ergonomic Hazards in the Workplace: April 23; Seattle, WA; Contact Hours: none; Fees: \$205; Contact: Northwest Center for Occupational Health and Safety: 206/543-1069.

14th Annual Pacific Northwest Ambulatory Care Nursing Conference: April 24-25; Seattle; Contact Hours: 14.6; Fees: TBA; Contact: C.

How to Stop the Hurt: Pediatric pain Management Update: April 25-26; Seattle, WA; Contact Hours: 10.5; Fees: \$175-\$300; Contact: Children's Hospital and Regional Medical Center: 206/987-5701.

Urgent Care Conference: April 26; Portland, OR; Contact Hours: 6.9; Fees: \$65; Contact: OHSU Emergency Medicine: 503/494-6993.

21st Annual International Nursing Computer & Technology Conference: April 26-30; Orlando, FLA; Contact Hours: 3.4-26; Fees: \$150-\$695; Contact: Rutgers College of Nursing: 973/353-1700.

Foundations in Chemotherapy Practice: April 28-29; Seattle, WA;

Best Practices for Older Adult Health Care: April 30; Spokane, WA; Contact Hours: 6.3; Fees: \$50; Contact: Holy Family Hospital: 509/482-1820.

May 2003: The 16th Annual Northwest Conference on Addictions Behavioral Health: May 1-3; Seattle, WA; Contact Hours: 20; Fees: \$345; Contact: The Institute for Integral Development: 800/544-9562.

20th Annual Primary Care Update: May 2-3; Spokane, WA; American Academy of Family Physicians Credit Hours: 11.25; Fees: \$140; Contact: Primary Care Update: 509/358-7640.

After Prozac: Mindfulness-Based Cognitive Therapy: May 5-6; Holyoke, MA; Contact Hours: 15.6; Fees: \$260; Contact: The Behavioral Technology Transfer Group: 206/675-8588, Ext. 104.

Rehabilitation Nursing: Concepts and Techniques: May 5-9; Puyallup, WA; Contact Hours: 40.2; Fees: \$600; Contact: Good Samaritan Hospital: 253/848-6661.

Dealing With Differences: A Life Journey; May 6-7; Seattle, WA; Contact Hours: 14.7; Fees: \$260; Contact: C.

Pain Management Update; May 7; Tacoma, WA; Contact Hours: 4; Fees: \$49; Contact: A.

Wound & Skin Care; May 7; Tacoma, WA; Contact Hours: 4; Fees: \$49; Contact: A.

Geriatric Assessment; May 9; Tacoma, WA; Contact Hours: 7.5; Fees: \$89; Contact: A.

Living in Balance in a World on Fast Forward; May 9; Port Angeles, WA; Contact Hours: 3.2; Fees: None; Contact: Olympic Medical Center: 360/417-7742.

Women's Health Drug Therapy: Clinical Pharmacology Series 2003; May 13; Seattle, WA; Contact Hours: 8; Contact: C.

Providing Health Care to Diverse Populations; May 14; Seattle, WA; Contact Hours: 8; Contact: C.

Healthcare Providers and Hepatitis C; May 15; Tacoma, WA; Contact Hours: 4; Fees: \$49; Contact: A.

2nd Annual Health Literacy Conference 2003: Organizational Solutions to Low Health Literacy; May 15-16; Anaheim, CA; Contact Hours: 15; Fees: \$269-329; Contact: The Institute for Healthcare Advancement: 800/434-4633.

Adult Drug Therapy: Clinical Pharmacology Series 2003; May 21; Seattle, WA; Contact Hours: 8; Fees: TBA; Contact: C.

Second National Sexual Assault Response Team Training Conference; May 21-23; New Orleans, LA; Contact Hours: none; Fees: \$345; Contact: Sexual Assault Resource Service: 877/603-3692.

June 2003: Obesity and Diabetes in Childhood; June 3; Seattle, WA; Contact Hours: TBA; Fees: TBA; Contact: C.

On the Fast Track 2003: Developing Social and Cultural Understanding; June 6; Contact Hours: TBA; Fees: TBA; Contact: A.

Nurse Manager Boot Camp; June 8-13; Chicago, ILL; Contact Hours: 55.2; Fees: \$445-\$2995; Contact: Cross Country University: 888/683-4277.

Neuropsychotropic Drug Therapy: Clinical Pharmacology Series 2003; June 13; Seattle, WA; Contact Hours: 8; Fees: TBA; Contact: C.

Dialectical Behavior Therapy Intensive Training Course: Part I; June 16-20; **Part II;** Jan. 12-16 or Feb. 9-13, 2004; Seattle, WA; Contact Hours: 78; Fees: \$2,150; Contact: The Behavioral Technology Transfer Group: 206/675-8588, Ext. 104.

HIV/AIDS Annual Update; June 19-20; Seattle, WA; Contact Hours: TBA; Contact: C.

AAOHN Core Curriculum in Environmental Health; June 20; Seattle, WA; Contact Hours: none; Fees: \$55; Contact: Northwest Center for Occupational Health and Safety: 206/543-1069.

Basic Preparation Course for Parish Nurses; June 24, 25, & 26 & July 16-17; Tacoma, WA; Contact Hours: 30; Fees: \$445; Contact: A.

July 2003: Introduction to School Nursing; July 8-11; Tacoma, WA; Contact Hours: 30; Fees: \$445; Contact: A.

Pediatric Nutrition; July 9-11; Seattle, WA; Contact Hours: TBA; Contact: C.

Terrorism Preparedness: Fighting Fear With Knowledge; July 14; Tacoma, WA; Contact Hours: 6.5; Fees: \$79; Contact: A.

Keeping Kids in the Classroom; July 15-16; Tacoma, WA; Contact Hours: 15; Fees: \$169; Contact: A.

Conducting Clinical Research; July 15-16; Seattle, WA; Contact Hours: TBA; Contact: C.

Research Tools for School Nurses; July 17; Tacoma, WA; Contact Hours: 7.5; Fees: \$89; Contact: A.

Ethics Conference; July 25; Seattle, WA; Contact Hours: TBA; Contact: C.

August 2003: Annual Nursing Ethics Conference; August 1; Seattle, WA; Contact Hours: TBA; Contact: C.

September 2003: Wound Management Education Program: A Certificate Program for Registered Nurses; Sept. 3-25; Seattle, WA; Contact Hours: 132; Fees: \$3,295; Contact: C.

Charting the Course: The Power of Expert Nurses to Define the Future; Sept. 21-23; Boston, MA; Contact Hours: TBA; Contact: The Institute for Healthcare Leadership: Karen Poznick: 617/632-9000 or <http://www.inhl.org>.

14th Annual WSNA Leadership Conference; Sept. 28-30; Chelan, WA; Contact Hours: TBA; Contact: Washington State Nurses Association: 206/575-7979.

October 2003: National Conference on Correctional Health Care; Oct. 4-8; Austin, TX; Contact Hours: none; Fees: \$350; Contact: National Commission on Correctional Health Care: 773/880-1460.

Advanced Practice in Primary and Acute Care: PNW National Conference; Oct. 8-11; Seattle, WA; Contact Hours: TBA; Contact: C.

November 2003:

Continuing Competence: Where Education & Practice Meet; Nov. 6-9; Kansas City, MO; Contact Hours: TBA; Contact: The MU Sinclair School of Nursing; 573/882-0215.

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.

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



Why should you plan to be there?

- Earn CE's
- Network with other Local Unit leaders
- Receive training to help run your Local Unit
- Have some fun!!!

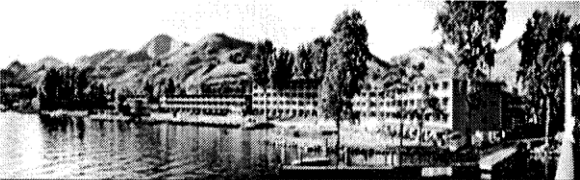
2003

Leadership Conference

WSNA
Nurses for Nurses

September

28-30, 2003



Campbell's Resort (800)-553-8225 for reservations
Located at the tip of Lake Chelan in Chelan, WA.

WSNA
575 Andover Park West #101
Seattle, WA 98188

Phone: (206) 575-7979
E-mail wsna@wsna.org

CELEBRATE NATIONAL NURSES WEEK

All across the United States, registered nurses are being saluted.

On **May 6, 2003**, the Washington State Nurses Association joins the American Nurses Association in celebrating **National RN Recognition Day**, as part of **National Nurses Week**, which is held May 6–12, every year. The purpose of National RN Recognition Day is to raise awareness of the value of nursing and help educate the public about the role nurses play in meeting the health care needs of the American people.

In honor of the dedication, commitment, and tireless effort of the nearly 2.7 million registered nurses nationwide to promote and maintain the health of this nation, the ANA and WSNA are proud to recognize registered nurses everywhere on this particular day for the quality work they provide seven days a week, 365 days a year.

On May 2–3, 2003, WSNA will hold its biennial convention at the Double Tree Suites at Southcenter in Seattle. WSNA will recognize several outstanding members and community partners who have helped promote the nursing profession in the media at an awards reception from 5–7 pm on Friday, May 1st. Please join us in this celebration and beginning of Nurse Week 2003.

In honor of National RN Recognition Day, all registered nurses in America are encouraged to proudly wear the official ANA “RN” pin or any other pin that clearly identifies them as registered nurses, and/or their nurses uniform on May 6, 2003.

WSNA Leadership Development Conference September 28th–30th, 2003 Lake Chelan, WA							
Mark Your Calendar!							
	28	29	30				
	S	M	T	W	T	F	S



National Nurses Week is May 6-12

As we prepare to celebrate nurses' accomplishments and the profession's nationwide contributions, the American Nurses Association wants to *thank you* for your:

Never-ending promise to uphold *and* practice the Code of Ethics for Nurses

Unwavering support of ANA and its work for *you* and the profession

Responsiveness to *your* patients and their families during their time of need

Spirit and dedication that *you* bring to improving the nation's health

Excellence in the quality of care that *you* provide everyday

Steadfast commitment to professional practice



Working Together,
We are a Powerful Partnership

WASHINGTON STATE NURSES ASSOCIATION
BE A PART OF **OPENING NIGHT** WITH THE



SEATTLE STORM VS. L.A. SPARKS

Friday, May 30, 7 p.m., KeyArena

Special sections have been reserved exclusively for nurses, their families and friends. Celebrate your nursing profession by coming together for an evening of excitement and passion.

- \$23 tickets for only \$18 • \$18 tickets for only \$14
- All lower bowl seating!

For tickets and additional information please contact Amy Burdick at 206-272-2606 or aburdick@sonics-storm.com

storm.wnba.com

Washington State Nurses Association
Washington State Nurses Foundation
NIGHT WITH THE STORM

Friday, May 30th / 7 pm at Key Arena, Seattle, WA
ALL SEATS LOCATED IN LOWER BOWL!

Name: _____ Day Phone: (_____) _____
Address: _____
City: _____ State: _____ Zip: _____

Hurry!! Seats are limited!! Deadline to order tickets: May 16th, 2003

GAME	NUMBER OF SEATS	PRICE (circle one)	TOTAL
Storm vs. LA Sparks Friday, May 30 th , 2003 7pm at Key Arena	_____	X \$18 (reg. \$23) or X \$14 (reg. \$18)	\$ _____

Payment Options—Please Circle Your Selection:
Make Checks Payable to SEATTLE STORM

Check Visa MC AMEX Discover

Credit Card Number: _____

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Card Holder's Signature: _____

Mail this form along with payment to:
Seattle Storm
Attention: Amy Burdick
351 Elliot Ave. West Suite 500
Seattle, WA 98119

Fax Orders: Amy @ (206) 272-2607

Questions: call Amy @ (206) 272-2606

All sales are final. No refunds or exchanges. Inventory is limited and seating is subject to availability.

2003 WSNA Convention/Summit

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Important Event Notes:

Date: May 1–3, 2003
 Location: DoubleTree Guest Suites
 Southcenter, Seattle, WA

Additional Information (WSNA):
 phone: 206/575-7979
 email: wsna@wsna.org



THE WSNF AUCTION IS COMING!!

MAY 2, 2003

8am-7pm

**DOUBLETREE SUITES, SOUTHCENTER
 at the WSNA SUMMIT/CONVENTION**

WSNF Silent Auction proceeds benefit nursing scholarships. Mark your calendar and invite your family, friends, and colleagues. You can join in the fun and help support the scholarship and grant activities of WSNF *even if you can't be there!* We are looking for donations of the auction items, or you can contribute money toward purchase of these items to be auctioned:

“WISH LIST”

*Shopping gift certificates ... Travel gift certificate ... Restaurant gift certificates ...
 Hotel gift certificates ... Theatre/Arts /Movie Tickets ... Sporting Event Tickets ... Family Tickets
 Create a basket filled with special items!*

For additional information please contact **Barbara Bergeron** or **Emily Pfeifer**, auction assistant at the WSNF/WSNA office **206-575-7979**. **SEE YOU AT THE AUCTION!**



Candidate Profiles

This following pages highlight the WSNA members running as candidates for WSNA elected offices for the 2003–2005 biennium with the exception of those members nominated at the General Assembly. Their names will appear on the ballot. Please keep and refer to this information when voting for elected officials in the upcoming election.

PRESIDENT

JOANNA BOATMAN, District 10, Kalama

Education: Diploma, Emanuel Hospital School of Nursing, Portland, OR

Present Position: Retired

Past Offices: President, Director, Secretary, Nominating Committee; Local Unit Chair; District President

Honors, Awards, Service: WSNA Hall of Fame, First Recipient of Joanna Boatman Staff Nurse Leadership Award; KCNA Nurse of the Year; Chair, Washington State Nursing Care Quality Assurance Commission; Cemetery

Commission, Kalama; Member, Area Cancer Center Board.

Statement: "Being a nurse and a member of WSNA has always been a large part of my life. I will do the work that needs to be done to continue advancement and credit to nurses in Washington state. I look forward to your help and to keep WSNA on point in these times of change in health care."



VICE PRESIDENT

MARY K. WALKER, District 2, Seattle

Education: BSN, Loyola University; MSN, University of Illinois; PhD, Nursing Science, University of Illinois; MA, Biopsychology, University of Chicago

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

Present Offices: WSNA Board of Directors; WSNF Board of Trustees

Past Offices: ANF Board of Directors Alternate; Member, ANA Task Force on Acute Care Quality Indicators; Chair, ANA Congress of Nursing Practice, Member,

Geriatric Advisory Panel, U. S. Pharmacopoeia Convention; Editorial Board/Advisory Panel, Springer Series on Geriatric Nursing, Springer Publishing Co.; Member, Task Force to Revise ANA Social Policy Statement; Chair, ANA Task Force on Quality Indicators; Chair, Subcommittee D, Care 2000 Strategic Planning Task Force, Policy and Legislative Special Session on Healthcare for Senator Gerald Neal; Vice Chair, Mental Health Advisory Council for Enactment of Protection and Advocacy for Mentally Ill Individuals Act; Director at Large, Kentucky Nurses



❖ Candidate Profiles – 2003-2005 Election

Association

Honors, Awards, Service:

Distinguished Nurse of the Year, Kentucky Nurses Association; AN Book of the Year Award in Geriatric Nursing, "Critical Care Nursing for the Elderly" with Dr. Terry T. Fulmer; Fellow, American Academy of Nursing; Northwest Kidney Center Foundation Board.

Statement: "In times of trouble, we make the choice to turn inward or outward. WSNA helps Washington nurses embrace the issues, the challenges and the opportunities that a career in nursing entails. It is our window to the world and we must use it wisely."

SECRETARY/TREASURER

JEAN PFEIFER, District 2, Kirkland

Education: Baccalaureate, Seattle University

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

Present Offices: WSNA Nomination/Search Committee; Local Unit Co-Chair

Past Offices: WSNA Board of Directors, Vice President, Member of Cabinet on Economic and General Welfare; Local Unit Chair; ANA Institute for Collective Bargaining Programs

Honors, Awards, Service: WSNA Joanna Boatman Staff Nurse Leadership Award; Member NANN; Seattle University Dean Ridgway Scholarship Committee.

DIRECTORS AT-LARGE

KATHI S. GIBBS, District 8, McCleary

Education: Master's, St. Martin's College

Present Position: Public Health Nurse, Mason County Health Department

Present Offices: WSNA Director At-Large

Past Offices: PAC Board of Trustees

Honors, Awards, Service: Sigma Theta Tau; Washington State Public

Health Association.

Statement: "Participating on the Board for WSNA has given me the opportunity to be pro-active on nursing issues. In a time of great challenges, I would like to continue this work on behalf of not only myself, but for the nursing profession as a whole."

SUE GRANT (GLASS), District 4, Spokane

Education: Baccalaureate, Washington State University; Masters, Arizona State University

Present Position: Cardiology Nurse, Spokane Veterans Affairs Medical Center

Present Offices: District Board of Directors

Past Offices: District Legislative Committee

Honors, Awards, Service: AACN, Sigma Theta Tau.

SALLY HERMAN, District 16, Mt. Vernon

Education: Diploma, Lancaster General Hospital, Lancaster, Pennsylvania

Present Position: Not Employed

Present Offices: WSNA Director At-Large Staff Nurse; WSNF Board of Trustees; Acting President of District 16; ANA Delegate

Past Offices: Chair of Cabinet on Economic and General Welfare; Local Unit Negotiating Team, Nurse Practice Committee; District Secretary and Board Member; ANA and UAN Delegates

Honors, Awards, Service: Nominee for Home Health Nurse of the Year; Mentoring Students and RNs into the State, District and National Associations.

Statement: "It has been an honor to serve our state association at the local level, and state and national levels. Each and every RN is valuable, a professional. I am committed to serve as a team member in order to continue to advance nurses and nursing, to bring unity to the body of nursing, develop policy and programs that will propel quality health care delivery and respect one another."

ANTWINETTE O. LEE, District 2, Lynnwood

Education: Master's, Seattle University

Present Position: Personal Health Services Supervisor, Seattle-King County Public Health Department

Honors, Awards, Service: Mary Mahoney Professional Nurse Association, King County Nurses Association.

Statement: "I am committed to the profession of nursing and believe in promoting the well being of my colleagues, professionally and personally. I believe nursing is a healing profession, and we need to provide a healing touch to our nurses."

DONNA L. POOLE, District 2, Bainbridge Island

Education: Baccalaureate, American University; Masters, University of Virginia

Present Position: Nurse Practitioner and Nursing Supervisor, Kitsap Mental Health Services, Private Practice, Seattle

Present Offices: President, Association of Advanced Practice Psychiatric Nurses

Past Offices: WSNA President

Honors, Awards, Service: Nurse of the Year, Association of Advanced Practice Psychiatric Nurses, 2000; American Nurses Association Certificate of Service, 1987-1988; University of Washington Medical Center, 7-North Nurse Excellence Award, 1988; Sigma Theta Tau, Inducted into Alpha Pi Chapter, 1978.

Statement: "I would like to work towards forging a closer alliance with all nurses, regardless of position or specialty. Whether professional or political, there are countless differences in thought and opinion within an organization. However, I believe that nurses always have more in common than they have differences. I would





challenge all nurses and nursing specialty groups to make a concerted effort to become more involved with organized nursing. A careful review of Nursing History reveals that the profession flourishes and develops the greatest potential where there is a strong State Nurses Association. It is in every nurse's best interest to support and strengthen WSNA."

STASIA WARREN, District 4, Spokane

Education: Masters, Washington State University

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

Present Offices: WSNA Board of Directors; District Board of Directors

Honors, Awards, Service: Nurse Excellence Nominee, Holy Family Hospital; Washington Education Association.

Statement: "I have enjoyed serving on the Board of Directors for the past two years. I would like to continue in this role. I would like to bring the past two years of experience as a Board of Directors member to serving another two years."

MARTHA WORCESTER, District 2, Seattle

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

Present Position: Associate Professor, Seattle Pacific University, Seattle; Gerontology Nurse Practitioner, Providence Elder Place, Seattle

Present Offices: WSNA Secretary/Treasurer, Chair, Finance Committee, Chair, Dues Structure Task Force; Chair, KCNA Government Affairs Committee

Past Offices: WSNA Legislative and Health Policy Council, KCNA Government Affairs Committee

Honors, Awards, Service: Creating Careers in Nursing; Sigma Theta Tau; Sea Mar Advisory Board

Statement: "To have a viable health profession, it is important for all nurses

to lend support to ANA. I am committed to serving ANA as it has served me so well in my career."

DIRECTORS AT-LARGE **STAFF NURSE**

ALECIA N. COSGROVE, District 3, Port Orchard

Education: Baccalaureate, Pacific Lutheran University; In Process of Obtaining Masters, University of Washington/Tacoma

Present Position: Staff RN, Multicare/Tacoma General

Present Offices: WSNA Professional Nursing and Health Care Council; Local Unit Office, Tacoma General

Past Offices: WSNA Legislative and Health Policy Council

Honors, Awards, Service: Tacoma General Hospital Wagner Award; Pacific Lutheran University Spirit of Nursing Award; Sigma Theta Tau; Emergency Nurses Association.

PATRICIA DI EGIDIO TOBIS, District 2, Bellevue

Education: Associate Degree; Baccalaureate Degree; Masters at University of Washington

Present Position: Hospital Liaison Nurse, Group Health Cooperative

Past Offices: WSNA Secretary, Board of Directors; WSNA PAC Board of Trustees President; Swedish Hospital Local Unit Chair; District Second Vice President, Board of Directors

Honors, Awards, Service: KCNA Excellence in Nursing; KIH Nurse of the Day; Past President of Community Advocacy Organization.

Statement: "WSNA is fortunate to have many talented members who choose to be active in their professional association. WSNA is challenged to actively involve their membership to keep our Association a vital force within nursing. If elected, I will use my 30 plus years experience in nursing to best represent you, while recognizing the need to diversify our membership and our interests. I thank you for your vote."

VERLEE "VEE" SUTHERLIN, District 4, Nine Mile Falls

Education: Diploma, Deaconess Hospital School of Nursing; Baccalaureate, Whitworth College; Masters (2), Gonzaga University (MEd); University of Portland (MSN)

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

Present Offices: Member of WSNA Finance Committee

Past Offices: WSNA Treasurer, Board Member, Vice President, Cabinet Member; District Vice President, Practice and Education Representative.

JUDITH TURNER, District 3, Fox Island

Education: Associate Degree, Olympic College

Present Position: Staff Nurse, Tacoma General Hospital

Present Offices: Local Unit Secretary-Treasurer; District Executive Director; ANA Delegate

Past Offices: WSNA Cabinet on Economic and General Welfare; Local Unit Chair, Negotiating Team; District Vice President; ANA Delegate, ANA Institute on Collective Bargaining

Statement: "I am committed to continuing the work of moving the ANA forward as a multipurpose organization speaking for all nurses in the U.S."

WSNA NOMINATIONS/ **SEARCH COMMITTEE**

JUDITH ALBERS, District 2, Bothell

Education: Baccalaureate, University of Washington

Present Position: Staff/Charge Nurse, Children's Hospital

Present Offices: KCNA Board of Directors

Past Offices: Local Unit Secretary-Treasurer

Honors, Awards, Service: WSNA, American Rehabilitation Nurses Association.

❖ Candidate Profiles – 2003-2005 Election

Statement: “As a long-time WSNA member, I am committed to the quality of the organization and will try to make a contribution.”

PEGGY SALA, District 4, Spokane

Education: Diploma, St. Francis School of Nursing, Trenton, NJ

Present Position: Staff Nurse, Open Heart/Heart Transplant Team, Sacred Heart Medical Center

Present Offices: WSNA Nominations/Search Committee

Past Offices: WSNA Cabinet on Nursing Practice, Cabinet on Economic and General Welfare, Board of Directors; Local Unit Nursing Practice Committee; District Board of Directors
Honors, Awards, Service: WSNA Staff Nurse Leadership Award; Inland Empire Nurse Leadership Award; AORN; Leadership Spokane 2000—Graduate; Chase Youth Foundation Board Member; AORN Chapter Board Member

Statement: “I have been a staff nurse for 40 years. My passion for and support of quality clinical practice and staff nurses has led me to champion nursing practice issues of safe, quality care, safe staffing, and patient advocacy at the local unit, district and state levels. I have attended many ANA and AORN conventions since 1982, and ICN in Vancouver BC in 1997.”

ECONOMIC AND GENERAL WELFARE NOMINATING/SEARCH COMMITTEE

SALLY A. BAQUE, District 3, Olalla

Education: Diploma, charity Hospital School of Nursing

Present Position: Staff Nurse, Tacoma General Hospital

Present Offices: Local Unit Chair, Negotiating Team; ANA Delegate

Past Offices: Local Unit Grievance Officer, Negotiating Team

Honors, Awards, Service: Certified in Neonatal Intensive Care Nursing, My WSNA Union Activities

Statement: “I was a delegate to the

ANA House of Delegates this year and was fascinated by the politics and the process. I would be honored to serve as a representative for my state to further advance nurses and nursing at the UAN and ANA House of Delegates for the next two years.”

PATRICIA A. LOMBARD, District 1, Bellingham

Education: Baccalaureate, University of Washington

Present Position: Staff RN Team Leader, St. Joseph Hospital, Bellingham

Present Offices: Member, WSNA Cabinet on Economic and General Welfare, WSNA Finance Committee, WSNA Task Force on Dues Structure
Past Offices: Local Unit Chair, Local Unit Grievance Officer.

SONYA U. MILLER, District 3, Puyallup

Education: Baccalaureate, Pacific Lutheran University

Present Position: Staff RN, Multicare-Tacoma General Hospital

Honors, Awards, Service: Graduated Cum Laude; Sigma Theta Tau; Joint Chairperson of Multicare Professional Nursing Council

Statement: “I am looking forward to being an active member of WSNA. To me, it will be an honor and another step up for my professional growth. Thank you for considering me.”

CABINET ON ECONOMIC AND GENERAL WELFARE

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

KIM ARMSTRONG, District 3, Olalla

Education: Baccalaureate, University of Texas; Certification in Low risk Neonatal Care

Present Position: Staff RN, Tacoma General Hospital

Present Offices: Chair, WSNA Cabinet on Economic and General Welfare, WSNA Board of Directors; Local Unit Grievance Officers; UAN and ANA Delegates

Past Offices: Member, WSNA Cabinet on Economic and General Welfare; ANA Delegate

Honors, Awards, Service: WSNA Outstanding Grievance Officer.

Statement: “The labor movement within nursing is at an all time high. I want to continue to represent you as the Cabinet Chair. As the chair, I am in a position to advocate for the staff nurse at the bedside. Because I’m that nurse, I know the issues and will continue to be your voice.”

At-Large

JEANNE AVEY, District 10, Longview

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

Present Position: CCU Staff RN, PeaceHealth Lower Columbia Region—St. John

Present Offices: Member of WSNA Cabinet on Economic and General Welfare; Local Unit Chairholder

Past Offices: Member of WSNA Cabinet on Economic and General Welfare; Local Unit Chairholder

Awards, Honors, Service: Outstanding Local Unit Chair; Most Adversity Award—PeaceHealth Lower Columbia regional Local Unit Officers; AACN

Statement: “This is a very exciting time for all staff RNs. With the UAN, we now have a united voice. We sure have come a long ways in the 24 years I have been an RN. I have been lucky enough to represent you for two terms on the Cabinet on Economic and General Welfare. We on the cabinet have worked very hard for the Staff RN, but need to continue. That is why I am asking that you elect me to serve another term for you.”

MARTY AVEY, District 4, Spokane

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

Present Position: Staff Nurse, General Critical Care (ICU), Sacred Heart Medical Center

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



Local Unit Nurse Practice Committee; District Past President

Past Positions: Member of WSNA Cabinet on Economic and General Welfare; Local Unit Member-at-Large; Local Unit Co-Chair, Local Unit Nurse Practice Committee; District Board Staff Nurse Representative, President-Elect, President

Awards, Honors, Service: IENA Leadership Award; CCRN; Association of Critical Care Nurses

Statement: "I have enjoyed my time on the Cabinet. Right now is an exciting and changing time for the Staff Nurses. We are standing up and speaking out. This is needed to help change our working conditions and bring more nurses in so there will be no nurse shortage. The Cabinet has been working hard for the staff nurses and trying to respond to your needs. I would like to continue on with this goal of helping staff nurses so I ask for your support."

DEBRA (DEBI) WILLIS

BROGAN, District 8, Montesano

Education: Baccalaureate, St. Martin's College, Lacey, WA

Present Position: RNC-Staff Nurse, Family Birth Center, Grays Harbor Community Hospital

Present Offices: Local Unit Co-Chair and Grievance Officer

Past Offices: Local Unit Secretary Treasurer

Statement: "It is imperative that we, as experienced nurses, set an example for those who are just beginning their nursing careers. This also includes those who are only contemplating a nursing career. We must also work to present a united front in promoting our profession."

TIM R. DAVIS, District 16, Mt. Vernon

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



Bothell

Present Position: Dialysis Staff Nurse, Affiliated Health Services

Current Offices: Local Unit Grievance Officer

Awards, Honors, Service: Certified Nephrology Nurse; Sigma Theta Tau, American Nephrology Nurses Association

Statement: "Health care is in turmoil and the collective voices of nurses can help reduce the turmoil and reshape health care to better meet the needs of the country. By participating as a member of the Cabinet, I will be able to assist the collective voice of nurses to be heard."

MAGGIE FLANAGAN, District 3, Fox Island

Education: Baccalaureate, University of Wisconsin-Madison

Present Position: Neonatal ICU, Tacoma General Hospital

Past Offices: Alaska Nurses Association Board of Directors, Professional Practice Council, Legislative Council, Labor Council, Political Action Committee; Health and Safety Specialist; Delegate to Anchorage Central Labor Council (AFL-CIO)

Honors, Awards, Service: Safety Committees; Expert Advisory Panel-ANA-OSHA Training Grant-Protecting Nurses from Blood borne Pathogens; Planning Committee and Moderator-Alaska Governor's Safety & Health Conference; Planning Committee Member, Workers Memorial Day, Anchorage Central Labor Council; Moderator, Occupational Hazards for Health Care Workers, University of Washington

Statement: "I believe that the unity of the nursing profession empowers nurses to deliver the highest quality of healthcare to our communities. As an active officer for the Labor Council of the Alaska Nurses Association, I was also an active delegate to our local AFL-CIO Central Labor Council. I ask you for the opportunity to continue to work for the improved welfare of all nurses, and for safer healthcare work environments."

JEREMY RT KING, District 2, Seattle

Education: Baccalaureate, Seattle University

Present Position: Emergency Dept. RN, Children's Hospital Medical Center, Seattle

Current Offices: Local Unit Grievance Officer

Awards, Honors, Service: Graduated Magna Cum Laude; Selected to go to UAN Leadership Institute.

Statement: "I wish to serve and advance the interests of staff nurses everywhere. I believe that every RN should belong to a bargaining unit. I believe that organized nurses can be the single most important agent of positive social change for the next 50 years."

JUDI M. LYONS, District 18, Ellensburg

Education: Associate Degree, Yakima Valley Community College

Current Position: Staff Nurse, Operating Room, Kittitas Valley Community Hospital

Current Offices: Member, Cabinet on Economic and General Welfare; Local Unit Secretary/Treasurer; District President; ANA Delegate

Past Offices: WSNA President, Vice President; Local Unit Secretary; District Secretary; ANA Delegate.

Statement: "Please consider voting for me. Not only have I enjoyed my work on the various task forces, but also I feel I have been a valuable team member. My enthusiasm, current nursing experience and extensive leadership experiences in various positions within WSNA over the last 20 years brings needed skills to this highly visible and productive unit of WSNA. I would appreciate your vote."

VICKI WORNATH, District 11, Vancouver

Education: Baccalaureate, Montana State University

Current Position: Staff Nurse, Critical Care, Southwest Washington Medical Center

Current Offices: UAN Delegate; WSNA PAC Board of Trustees; Local

❖ Candidate Profiles – 2003-2005 Election

Unit Co-Chair; District Board of Directors; Past Offices: Local Unit Secretary

Honors, Awards, Service: American Association of Critical Care Nurses, Greater Portland Chapter of AACN.

Statement: “As a staff nurse, it is my responsibility to deliver safe nursing care to the patient. It is my responsibility to follow guidelines and boundaries of the Nurse Practice Act and policies of the hospital. Having said that, it is my responsibility as a professional person that if these policies and practices are not safe for the nurse or patient, I should do what I can to change them. It is through WSNA and being involved that allow me to achieve these goals.”

LEGISLATIVE AND HEALTH POLICY COUNCIL

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

LISA M. ROSS, District 4, Spokane

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

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

Present Offices: Chair of WSNA Legislative and Health Policy Council; WSNA Board of Directors; ANA Delegate; Past Offices: WSNA Legislative Committee; District President-Elect; District President; District Board of Directors; ANA Delegate

Honors, Awards, Service: IENA Excellence in Nursing Leadership Award; WSNA Marguerite Cobb Public/Community Health Nursing Award.

Statement: “WSNA provides the opportunity to be a decision-maker.”

At-Large Council Member

ED DOLLE, District 17, Port Orchard

Education: Associate Degree, Olympic

College

Present Position: Staff Development/ Nursing and Business Informatics, Washington Dept. of Veterans Affairs

Present Offices: WSNA Legislative and Health Policy Council

Past Offices: Many

Honors, Awards, Service: American Red Cross, Kitsap Mental Health.

MAGGIE FLANAGAN, District 3, Fox Island

Education: Baccalaureate, University of Wisconsin-Madison

Present Position: Neonatal ICU, Tacoma General Hospital

Past Offices: Alaska Nurses Association Board of Directors, Professional Practice Council, Legislative Council, Labor Council, Political Action Committee; Health and Safety Specialist; Delegate to Anchorage Central Labor Council (AFL-CIO)

Honors, Awards, Service: Safety Committees; Expert Advisory Panel-ANA-OSHA Training Grant-Protecting Nurses from Blood borne Pathogens; Planning Committee and Moderator-Alaska Governor’s Safety & Health Conference; Planning Committee Member, Workers Memorial Day, Anchorage Central Labor Council; Moderator, Occupational Hazards for Health Care Workers, University of Washington.

Statement: “I am new to Washington, but not new to the legislative process. As an officer in the Alaska Nurses Association, I played a key supportive role in the passage of Alaska’s Needle Stick Protection Act in 2000. Nurse voices must be heard to assure strong, protective legislation, thus empowering nurses to deliver quality healthcare in a safe work environment. I believe WSNA is the way for our voices to be heard!”

SUSAN JACOBSON, District 6, Yakima

Education: Associate Degree, South Puget Sound Community College

Present Position: Staff RN/ICCU, Providence Yakima Medical Center

Present Offices: WSNA Legislative

and Health Policy Council, Local Unit Nurse Practice Committee, Leadership Council

Awards, Honors, Service: WSNA Cabinet on Economic and General Welfare Nurse Hero Award; AACN, ANA, WSNA, Psc-AACN

Statement: “Looking into the future of nursing by the light of the lamp that still burns, we must never forget where we started. We shall continue to advocate for those who need us, our patients and our colleagues, for we are WSNA, we are nursing in action.”

DAVID KEEPNEWS, District 2, Seattle

Education: BSN, University of San Francisco; MPH, University of California, Berkeley; JD, University of California, Hastings College of Law; PhD, Brandeis University

Present Position: Assistant Professor, School of Nursing, University of Washington

Present Offices: WSNA Legislative and Health Policy Council; ANA Reference Committee (Chair)

Past Offices: ANA Reference Committee, ANA Delegate

Honors, Awards, Service: ANA, American Academy of Nursing, Sigma Theta Tau, American Public Health Association, American Psychiatric Nurses Association

Statement: “I am proud to be a member of WSNA, which has distinguished itself as a truly multipurpose organization. Although I am still fairly new to Washington, I have been active in other state associations and in ANA, both as a staff member and a volunteer, for many years. I hope to continue to offer my expertise in health policy and professional issues to serve WSNA in advocating for nurses in this state and nationally.”

CAROL J. LEPPA, District 2, Seattle

Education: Masters and Doctorate, University of Illinois at Chicago

Present Position: Associate Professor-Nursing, University of Washington, Bothell



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

Past Offices: District President, First Vice President, Board Member, Finance Committee

Honors, Awards, Service: KCNA Nurse of the Year; University of Washington Distinguished Teaching Award; ANA, WSNA, KCNA, STT

C. J. WELTER, District 3, Belfair

Education: Baccalaureate, University of California, San Francisco

Present Position: RNFA, Self-Employed

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

Honors, Awards, Service: NIWI Grant; RNFA Specialty Assembly of AORN Recognition; Member of AORN; AORN National Legislative Committee Chair, 2000-2002

Statement: "I believe that nurses have an obligation to participate in the public policy process. We are the practitioners most directly entrusted with protecting patient safety and quality of care. In these times of shorter hospital stays, higher patient acuties and the shortage of nurses, the public, our patients, and our profession rely on the voice of each individual nurse. Collectively, we are a strong voice and that voice must be heard. WSNA Legislative and Health Policy Council is the collective voice representing the nurses in our state. "I have been active in regulatory and legislative issues both at the state and federal levels. I have testified before the Washington State House Health Care Committee, met with both State and Federal Senators and Representatives about nursing and patient care concerns, and have presented and mentored fellow nurses in political activism. I have developed a close relationship with our Nursing Commission and have assisted them with the development of position statements on the RN First Assistant and the RN Circulator. As a member of the WSNA Legislative and Health Policy Council this past year, I have given input into our positions on

legislative issues and participated in updating the WSNA Legislative Agenda and Platform.

"Political activism is a role I consider central to my practice as a Registered Nurse and patient advocate. To have a seat on my state's Nursing Association's Legislative and Health Policy Council is paramount in my professional career. To be able to sit at the table where decisions are made that impact the role of the professional nurse and the safety and quality of care of the patient is a seat that I would like to see every Registered Nurse strive to achieve."

SUSAN WILBURN, District 2, Seattle

Education: Baccalaureate, Kent State University, Masters in Public Health, University of Washington

Present Position: Senior Specialist, Occupational Health & Safety, American Nurses Association

Past Offices: WSNA Legislative Committee; President of WSNA Staff Union; District Board of Directors

Honors, Awards, Service: WSNA Honorary Recognition Award; Memberships in WSNA, ANA, APHA.

PROFESSIONAL NURSING AND HEALTH CARE COUNCIL

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

JOAN M. CALEY, District 11, Vancouver

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

Present Position: Administrative Director, Rehabilitation and Long Term Care Division, Portland/Vancouver VA Medical Center

Present Offices: WSNA Professional Nursing and Health Care Council,

WSNF Board of Trustees, ANA Congress on Nursing Practice and Economics; ANCC Magnet Recognition Program Appraiser

Past Offices: WSNA Board of Directors, Cabinet on Nursing Administration, Cabinet on Nursing Research, Legislative Committee, PAC, District President, Vice President, Program Chair, ANCC Commission on Certification

Honors, Awards, Service: WSNA/ANA Honorary Membership Award, NANDA Unique Contribution Award, District Nurse of the Year, Sigma Theta Tau, NACNS

Statement: "I have served on the PNHCC for the last two years, and look forward to continued involvement with the council. I have many years of experience in a variety of roles and settings, as well as a long history of involvement in FVNA, WSNA, ANA and ANCC which gives me a broad perspective to lead the PNHCC as we address current and emerging nursing practice issues. I would be honored to serve in the role as PNHCC chair and appreciate the support of my nursing colleagues."

Administration

NIKI BEHNER, District 2, Arlington

Education: Masters, University of Washington

Present Position: Seattle-King County Health Department

Present Offices: Member, WSNA Professional Nursing and Health Care Council; District Treasurer

Past Offices: District President

JANET O. TOONE, District 4, Spokane

Education: Diploma, St. Francis, San Francisco; Baccalaureate, Fresno State University; Masters, Fresno State University; Doctorate, Pending Spring 2003, Gonzaga University

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

Present Offices: Member, WSNA Professional Nursing and Health Care Council

Honors, Awards, Service: WONE,



❖ Candidate Profiles – 2003-2005 Election

Sigma Theta Tau, AAUW.

Statement: "I am strongly committed to advancing the profession of nursing."

At-Large

SHARON L. BRADLEY, District 4, Spokane

Education: MSN, University of Phoenix

Present Position: Manager, NHCU/ Hospice Unit, VAMC, Spokane

Present Offices: District Board of Directors

Honors, Awards, Service: Sigma Theta Tau, CARING, ANIA

Statement: "I would be honored to serve on the Professional Nursing and Health Care council and would do my best to work on projects as needed."

JANET PRIMOMO, District 2, Seattle

Education: Doctorate, University of Washington, Seattle

Present Position: Associate Professor, School of Nursing, University of Washington

Present Offices: WSNA Professional Nursing and Health Care Council

Previous Offices: WSNA Cabinet on Nursing Administration

Honors, Awards, Service: WSNA Marguerite Cobb Public/Community Health Nurse Award, KCNA Nurse of the Year; ANA, WSNA, KCNA, APHA

Statement: "Serving on the Professional Nursing and Health Care Council has been a stimulating and rewarding experience. I look forward to continuing to participate in the activities of WSNA through the Council. Specifically, I am interested in issues such as the nursing shortage, public health, and patient safety."

Education

MARY A. BARONI, District 2, Seattle

Education:

Doctorate in Human Development and Family Studies, Cornell University, MSN, University of Rochester, BA, Oberlin College, BSN, University of North Carolina

Present Position: Nursing Program director and Professor, University of Washington School of Nursing, Bothell Campus

Honors, Awards, Service: University of Wisconsin-Madison Teaching Academy Fellow; Marquette University Teaching Excellence Award; WSNA, Sigma Theta Tau; NAPNAP

Statement: "Pediatric nursing has been my practice; human development has been my scholarship and education has been my primary medium for mentoring ongoing professional development of nurses. I have held faculty positions with four schools of nursing and have served as Director of Research and Practice at two children's hospitals, including here in Seattle."

CLAUDIA KROLL, District 4, Nine Mile Falls

Education: Baccalaureate, ICN/WSU College of Nursing; Masters, University of Portland; Doctorate, WSU

Present Position: Nurse Educator, Spokane Community College

Present Offices: WSNA Professional Nursing and Health Care Council

Past Offices: District Board of Directors, Legislative Committee, Newsletter Editor

Awards, Honors, Service: IENA Research Award; WSNA Nurse Educator of the Year

Statement: "I have appreciated the work of the Professional Nursing and Health Care Council, and I have been proud to be a member over the past three years. I would be pleased to continue to serve."



Ethics and Human Rights

MURIEL G. SOFTLI, District 2, Seattle

Education: Masters, Central Washington University; Public Administration, University of Washington

Present Position: School Nurse, Seattle Public Schools

Present Offices: WSNA Professional Nursing and Health Care Council

Awards, Honors, Service: NEA, WEA, SEA, OFA, Mary Mahoney Professional Nurses Association.

Statement: "2002 was my first time returning to the ANA House of Delegates in over a decade. I look forward to returning to the ANA House of Delegates to participate in the discussion of problems/concerns that impact the nursing profession nationwide. I will be honored to serve as a delegate in 2003."

Practice

DEBBIE LEE SULLIVAN, District 16, Burlington

Education: Associate Degree, Skagit Valley College, Mt. Vernon; currently enrolled in baccalaureate program at Seattle Pacific University, Seattle

Present Position: Medical-Surgical Staff RN, Affiliated Health Services

Present Offices: District Secretary
Awards, Honors, Service: Phi Theta Kappa Award for Associate of Arts Program

Statement: "I desire to promote the art of nursing through WSNA and speak out on behalf of my fellow nurses who put heart and 'sole' into their jobs, literally. I believe nurses are the heart of the medical profession/field and deserve equal voice, representation, fair work practices."

Research

SHARON HOOEY, District 16, Mount Vernon

Education: Associate Degree, Everett Community College; Baccalaureate, University of Oregon; Masters, University of California, San Francisco

Present Position: Nurse Case Manager/Discharge Planner/Clinical



Guideline Coordinator, Affiliated Health Services

Present Offices: WSNA Professional Nursing and Health Care Council; District Board of Directors.

Statement: “It has been an honor to have served this past term as a member of the Professional Nursing and Health Care Council. Now, more than ever, I am convinced, in working with my distinguished colleagues, that nurses are in a key position to provide practical, creative, expedient, and cost-effective solutions to problems posed by our current health care system. Nurses are problem-solvers and patient advocates at heart. Through research, we can translate that caring and innovative thinking into the highest quality care and best outcomes for our patients and our profession.”

AT-LARGE DELEGATES

Office of the President

Katherine J. Bradley, District 98, Lake Oswego, OR

Joanna Boatman, District 10, Kalama

Joan M. Caley, District 11, Vancouver

Eunice R. Cole, District 98, Concord, California

Joan Garner, District 2, Maple Valley

Christine M. Henshaw, District 2, Burien

Sally Herman, District 16, Mt. Vernon

Sharon Hooley, District 16, Mt. Vernon

Louise Kaplan, District 13, Olympia

David Keepnews, District 2, Seattle

Carol Oeljen, District 4, Spokane

Janet C. Parks, District 2, Seattle

Donna L. Poole, District 2, Bainbridge

Island

Lisa M. Ross, District 4, Spokane

Louise Shores, District 11, Vancouver

Muriel G. Softli, District 2, Seattle

Verlee “Vee” Sutherland, District 4, Nine Mile Falls

Mary K. Walker, District 2, Seattle

C. J. Welter, District 3, Belfair

STAFF NURSE DELEGATES

Kim Armstrong, District 3, Olalla

Jeanne Avey, District 10, Longview

Marty Avey, District 4, Spokane

Sally A. Baque, District 3, Olalla

Betty Blondin, District 3, Gig Harbor

Marianne R. Brandt, District 2, Kenmore

Debra (Debi) Willis Brogan, District 8, Montesano

Jan Bussert, District 2, Vashon Island

Joelle Coffman, District 2, Snohomish

Cynthia D. Collette, District 2, Snohomish

Alecia N. Cosgrove, District 3, Port Orchard

Gerry Cullins, District 2, Bothell

Patricia DiEgidio Tobis, District 2, Bellevue

Ed Dolle, District 17, Port Orchard

Vicki Everette, District 10, Kelso

Maggie Flanagan, District 3, Fox Island

Nancy Hawkins McAfee, District 2, Seattle

Jeremy RT King, District 2, Seattle

Mike Krashin, District 3, Lakewood

Sonja Kvamme, District 2, Seattle

Aaron D. Lebovitz, District 1, Bellingham

Judi M. Lyons, District 18, Ellensburg

Judy C. Miller, District 4, Spokane

Sonya U. Miller, District 3, Puyallup

Pamela Newsom, District 2, Seattle

Jean Pfeifer, District 2, Kirkland

Peggy Sala, District 4, Spokane

Anita Stull, District 2, Seattle

Debbie Lee Sullivan, District 16, Burlington

Judith Turner, District 3, Fox Island

Ida Wade, District 4, Spokane

Vicki Wornath, District 11, Vancouver

UAN DELEGATES

Kim Armstrong, District 3, Olalla

Jeanne Avey, District 10, Longview

Marty Avey, District 4, Spokane

Sally A. Baque, District 3, Olalla

Debra (Debi) Willis Brogan, District 8, Montesano

Joelle Coffman, District 2, Snohomish

Cynthia D. Collette, District 2, Snohomish

Alecia N. Cosgrove, District 3, Port Orchard

Tim R. Davis, District 16, Mt. Vernon

Vicki Everette, District 10, Kelso

Maggie Flanagan, District 3, Fox Island

Jeremy RT King, District 2, Seattle

Sonja Kvamme, District 2, Seattle

Judi M. Lyons, District 18, Ellensburg

Judy C. Miller, District 4, Spokane

Sonya U. Miller, District 3, Puyallup

Anita Stull, District 2, Seattle

Debbie Lee Sullivan, District 16, Burlington

Judith Turner, District 3, Fox Island

Vicki Wornath, District 11, Vancouver

WSNA Biennial Reports: 2001–2003

PRESIDENT

Louise Kaplan (Olympia)

During the two years of my presidency, I have been privileged to see tremendous growth in WSNA and numerous successes. Through the hard work of you, our members and volunteers, and our staff, WSNA has had unprecedented visibility and voice.

WSNA has been a key participant in the work of the Washington Nursing Leadership Council in resolving the nursing shortage. The Nursing Summit held in July 2002 launched efforts to implement the Washington Strategic Plan for Nursing. WSNA's legislative efforts included lobbying for increased funding and access to nursing education, a key element of the strategic plan.

During 2002, WSNA began a highly successful media campaign that included TV and radio ads co-sponsored by KOMO TV, WSNA and hospitals throughout the state. These ads served as a tribute to the women and men who make nursing a *"Career for Life"* and served to increase public understanding of the profession.

Highlights of workplace health and safety issues over the last two years include passage of legislation to prohibit mandatory overtime and the introduction of legislation to improve patient safety. Our local units have negotiated contracts with better wages and benefits and more meaningful opportunities for nurses to participate in the decisions that directly affect their practice. WSNA also filed suit against a Washington hospital in an effort to force the hospital to staff units in a way that allows employees to have breaks that are required by law to assure nurses are able to work their long hours and still provide safe patient care.

WSNA continues to be an active stakeholder in legislative and political activities. A highlight of the past two years was the election of long time WSNA member Dawn Morrell to the Washington State House of Representatives and her appointment as vice-chair of the House Health Care Committee. Washington State now has seven nurse legislators, the highest number in any state. This is a tribute to the public's understanding that nurses can be relied upon to make informed, thoughtful decisions about their health and well being. The keynote speech by Governor Gary Locke at the 2003 Nurse Legislative Day illustrates the importance of WSNA as a voice for nursing and as an advocate for health care consumers.

At the national level, ANA is fortunate to have the

talents of Jan Bussert, immediate past president of WSNA, on the Board of Directors. Joan Caley makes major contributions to nursing practice through her hard work on the Congress on Practice and Economics. Judy Huntington, our Executive Director, is highly regarded as a national expert on ANA and nursing issues and participates on numerous ad hoc committees ensuring the presence of a voice of reason at a time when ANA has gone through some turbulent internal times as it engages in the process of by-laws revisions.

On personal note, the last two years have been filled with many challenges and rewards. I have learned so much and gained from my opportunity to serve you. I have seen how WSNA grows and thrives because of the hard work of our volunteers and staff. I have been touched by the care and thoughtfulness that each of you gives to our profession and our organization. Much has been accomplished and there is much yet to be done. While I do not feel I can continue to contribute to WSNA at the same level of intensity that the last two years has demanded, I commit to you that I will continue to be actively involved and serve you and WSNA in other capacities. We are a chorus, giving voice to our hopes, dreams and passions. I look forward to continuing to sing with you! I am honored to have served you and thank you for giving me this opportunity of a lifetime.

EXECUTIVE DIRECTOR

Judy Huntington (Seattle)

The past two years have been filled with many challenges and successes for WSNA. I would like to first acknowledge the leadership of the WSNA Board, Cabinet and Councils as they provided leadership and direction to the WSNA governance structure that focused the work of the association on those priority issues identified at the 2001 WSNA Convention/Summit. I would also like to recognize the members of the WSNA staff for their hard work and steady commitment to the members and the work of the association. The partnership forged between our talented and committed leader-members and staff are the reasons for most of the successes mentioned in the President's biennial report and the structural unit reports that follow. Additionally, I would like to highlight a few additional accomplishments of the past two years:

- Attendance at the annual Nurse Legislative Day and

Leadership Development Conference continues to grow, setting new records each year

- WSNA successfully passed legislation prohibiting Mandatory Overtime and introduced legislation to assure safe staffing
- The WSNA-PAC endorsed and assisted WSNA member Dawn Morrell in her successful campaign for the Washington State Legislature
- WSNA Members and staff increased our involvement and policy work with several state agencies in the areas of workplace health and safety, nursing and health personnel shortages, bioterrorism, medical errors, funding for public health, and several scope of practice issues
- WSNA continued to work collaboratively with other unions, health care associations and patient advocacy groups around a number of joint concerns
- WSNA hosted joint planning sessions with several specialty nursing associations around legislative issues
- WSNA members elected and appointed to national ANA offices in 2000 continue to serve the association nationally: Jan Bussert, ANA Board of Directors; Joan Caley, ANA Congress on Practice and Economics; and David Keepnews, ANA Resolutions Committee, currently serving as Chair.
- WSNA organized three new RN bargaining units during the biennium: Skyline Hospital in White Salmon, Spokane Veterans Hospital and St. Luke Rehabilitation Hospital (Spokane). WSNA successfully won these elections and successfully completed negotiations on a first contract for Skyline and Spokane VA and is currently negotiating a first contract at St. Luke. WSNA now represents nearly 13,000 nurses in 48 collective bargaining contracts statewide.
- The issues of disaster preparedness and bioterrorism were added to the list of association issues and priorities and WSNA is represented on both the DOH Statewide Disaster Preparedness Advisory Committee and the Statewide Hospital Disaster Preparedness Task Force.
- The Washington TriCouncil for Nursing became the Washington Nursing Leadership Council (WNLC) and completed and released the Washington State Strategic Plan for Nursing. Work is well underway to establish a Washington Center for Nursing to oversee the implementation of the Strategic Plan.
- The WSNA CEARP program successfully achieved recertification and expanded its accreditation program.
- Both the WSNA-PAC and the Washington State Nursing Foundation have engaged in highly successful fund-raising campaigns to support their work
- Electronic communication with members has greatly

increased as more members and staff are using e-mail and the Internet. The WSNA Board, Cabinet, Councils and most standing committees now communicate regularly using e-mail as well as through conference calls and face-to-face meetings. New group e-mail lists are used to push important information and action-alerts to the members in a timely manner.

- The WSNA website is being regularly updated with new information. Further enhancements are planned to add web pages for districts/regions and local units in the near future, pending passage of the proposed changes to the dues structure.

WSNA has continued to expand our outreach to the media, other nursing and health care organizations and key governmental agencies. Several specialty nursing groups have sought closer ties to WSNA and more joint planning and coalition work are regularly taking place. The growing nursing shortage, concern and desire for more input into staffing decisions, challenging practice issues and health and safety initiatives continue to be among the top concerns of nurses everywhere. Contract negotiations have led to marked improvements in wages and internal parity and recognition for longevity than in previous years. These issues and the problem of access to health care services continue to provide us with new opportunities for alliances with other groups and for visibility with the media. Others increasingly seek WSNA as a knowledgeable, valuable ally and we continue to capitalize on this to grow our membership and our image.

The financial challenges that faced WSNA during the past four years have been substantial. However through intensive efforts to control and reduce expenses, including a reductions in staff made in August of 1999 and the additional time-limited support from the Cabinet, we were successful in paying off the significant outside legal fees and other outstanding debt accrued in 1998 and early 1999. However there are still substantial challenges ahead. The work of the Dues Structure Task Force is presented elsewhere in the Biennial Reports and documents the changes needed to keep the Association on financially sound footing into the future. Although staff continue to work diligently to reduce expenses while working with members to sustain and expand our membership and identify new sources of non-dues revenue, it is clear that a change in the dues escalator formula is critically needed at this time. Despite these challenges, I am confident that if we plan carefully and work together, WSNA will achieve long-term financial and programmatic strength and success. It hardly seems that it has been four years since I returned to WSNA. I have thoroughly enjoyed working with and on behalf of all of you and look forward to continuing our work together over the next biennium.

DUES STRUCTURE TASK FORCE

Chair: Martha Worcester (Seattle)

Members: Jan Bussert (Vashon Island), Jean Pfeifer (Kirkland), Pat Lombard (Bellingham), and Deena Rauch (Moscow, ID)

Background

In August 2001, 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 WSNA dues structure. The charge to the task force was 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 Constituent Member Representative Council (District Presidents). Representatives of the Task Force also had discussions with the WSNA Board, Committee on Bylaws, the E&GW Cabinet, the Councils and the Statewide Local Unit Council in 2002. Additional meetings with members and leaders of the local units and district nurses associations were held in early 2003 to explain the Task Force findings and recommendations.

The Task Force agreed that the overall goal is to have a dues structure that meets the following goals and 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 covering 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.

Findings

The Task Force examined the dues structures and dues amounts of other State Nurses Associations and several 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, some with a cap on the maximum amount that can

be collected. For example, in 2003, 1199NW/SEIU dues will be 1.5% of the member's gross monthly dues with a cap of \$62.50/mo or \$780/yr. The Task Force considered whether this method or changes to the current WSNA dues adjustment factor would best meet the overall objectives.

The Task Force also looked 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. As a result, the Task Force has been working with the Districts Presidents to try to reduce the number of different District dues amounts to no more than three. The Districts hope to begin this process later in 2003.

Additionally, the Task Force examined the current special categories of WSNA membership specified in the WSNA Bylaws (Lifetime and Honorary) and made recommendations to the Bylaws Committee and WSNA Board for changes that will be considered at the 2003 General Assembly.

Future work of the Task Force will explore what, if any, special considerations may be available to provide incentives or membership options to nurses not covered by a WSNA collective bargaining agreement, those in specialty organizations affiliated with WSNA and nurses represented by other unions.

Understanding the Current WSNA Dues Structure

Currently, 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 WSNA dues from those members go to the Cabinet on E&GW 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 current \$359.76 WSNA portion of the full-time BU member dues, WSNA retains only \$330.98 for a "full-time member equivalent." However WSNA does not collect this full amount on every member. In fact, WSNA has a many categories of members who pay substantially less than full dues. WSNA has 8 (eight) 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 2002, 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 \$479.766 (\$39.98 per mo.) to \$543.12 (\$45.26 per mo.) depending upon which District they

belong. The annual ANA portion is \$120. There are 11 (eleven) different amounts of District dues for the 19 District Nurses Associations: 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 (eighty-eight) 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. In 2001, the adjustment was postponed until January 1, 2002 to coincide with a scheduled ANA dues increase. The WSNA dues adjustment formula is calculated on July 1st 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.

Why is the dues structure change needed?

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.

What Are the Proposed Changes?

As a result of their work, the WSNA Dues Task Force is recommending the following changes be to WSNA Dues Structure:

- Reduce the number of WSNA Dues categories from eight (8) to five (5);
- Change the annual dues adjustment formula from 0.89% of the statewide average of the “base” wage rate in contracts for RNs in WSNA local units to 1.0% of the statewide average of the “fifth step” wage rate in contracts for RNs in WSNA local units;
- Recommend that the Districts work to reduce the Number of District Dues Categories from eleven (11) to not more than three (3) as soon as possible;
- Change the WSNA Bylaws so that Lifetime members will be charged a small fee determined by the WSNA

Board.

The changes are supported by the WSNA Board of Directors, the WSNA Cabinet on Economic and General Welfare, the WSNA Councils and the WSNA Bylaws Committee and will be discussed at the 2003 General Assembly on May 2, 2003 before sending it to the membership for a vote by mailed ballot. Additional information about the effects of the dues structure change and a dues comparison chart appear on pages 44–45 of this edition of The Washington Nurse and will be presented at the General Assembly meeting.

SECRETARY/TREASURER

Martha Worcester (Seattle)

The WSNA Board of Directors and/or Executive Committee met a total of eleven times in the 2001-2003 biennium.

Meetings of the Board of Directors were held on the following dates in the 2002-2003 biennium:

July 20-21, 2001
November 16-17, 2001
March 8-9, 2002
July 26-27, 2002
November 22, 2002
March 14, 2003

Meetings of the Board of Directors Executive Committee were held on the following dates in the 2001-2003 biennium:

October 13, 2001
February 9, 2002
May 11, 2002
October 19, 2002
February 7, 2003

Meeting minutes are available to WSNA members at the WSNA Headquarters offices.

FINANCE COMMITTEE

Chairholder: Martha Worcester (Seattle)

Committee Members: Helen Kuebel (Ridgefield),
Patricia Lombard (Bellingham), **Deena Rauch**
(Moscow, ID), **Vee Sutherlin** (Nine Mile Falls)

The Finance Committee met five times during this biennium:

October 13, 2001
February 9, 2002
May 11, 2002
October 19, 2002
February 7, 2003

Highlights of our accomplishments include:

1. Improved financial viability;
2. Approved budgets for the last two years;
3. Experienced two successful audits by Grant Thornton Accountants and Management Consultants, demonstrating steady improvements of our finances;
4. Reduced debt and planned for use of accrued vacation time for staff.
5. The Finance Committee worked closely with the Dues Structure Task Force to reduce the complexity of the membership categories and plan for a dues structure change that will sustain and allow for growth of WSNA. Input was sought from WSNA members and leaders, the local units and district chapters and information was provided in the Washington Nurse about the proposed changes and the need for the dues structure change.

Judy Huntington, Executive Director attended all meetings to assist with information and interpretation of the budget.

LEGISLATIVE AND HEALTH POLICY COUNCIL

Chair: Lisa M. Ross (Spokane)

Council Members: David Keepnews (Seattle), Carol Leppa (Seattle), C.J. Welter (Belfair), Ed Dolle (Port Orchard), Susan Jacobson (Yakima), Terence Joyce (Vancouver)

2001-2003 Issues, Priorities and Goals:

The Legislative and Health Policy Council (LHPC) recommended a legislative and regulatory platform and agenda to the WSNA Board of Directors each year. The Council worked to secure passage of our legislative priorities, which include:

- Patient Safety Act (safe RN staffing standards in hospitals) which the Economic and General Welfare Council identified as a key issue as well.
- Funding for Nursing workforce data collection and analysis and for the Center for Nursing.
- Funding for RN faculty salaries at both state colleges and universities.
- Funding for nursing enrollment slots.
- Funding for scholarships and loan repayments.
- Funding for public health and public health nursing.

WSNA membership and staff worked very hard to pass a comprehensive Mandatory Overtime Bill. SB6675 was enacted in July 2002, which protects nurses in hospitals from mandatory overtime. WSNA has worked with Department of Labor and Industries to outline the details and enforcement of this legislation. WSNA is working to educate the membership on the standards of the new law. In

addition, during the 2003 Legislative Session, WSNA is supporting the extension of protection from mandatory overtime for nurses in additional settings such as jails, state hospitals, and state veteran's homes.

There continues to be an emphasis on monitoring the regulatory arena. Some of the key areas that the WSNA/LHPC reviews are nurse delegation, ergonomic standards, nurse technician, and the DOH/Nursing Commission administrative issues. The council continues to work with a variety of advance practice nursing groups to monitor their legislative priorities and to share WSNA's legislative priorities. The Council also sponsored meetings with legislative chairs from other nursing specialty organizations.

Council members meet at least twice a year with weekly conference calls during most of the legislative session. Members provide valuable input to the WSNA contract lobbyist to implement WSNA's legislative platform and regulatory agenda. During Nurse Legislative Day, council members provide participants with a legislative update.

WSNA member, Dawn Morrell, CCRN, BSN, was elected as a State Representative, 25th Legislative District (Puyallup) in 2003. Dawn served as an active member on the Legislative and Health Policy Council.

PROFESSIONAL NURSING & HEALTH CARE COUNCIL

Chair: Marva Petty (Vancouver)

Council Members: Joan Caley (Vancouver), Alecia Cosgrove (Port Orchard), Janet Toone (Spokane), Nikki Behner (Arlington), Lynne Brengman (Bellingham), Sharon Hooey (Mount Vernon), Claudia Kroll (Nine Mile Falls), Janet Primomo (Seattle), Muriel Softli (Seattle), Julia Weinberg (resigned)

2001-2003 Issues and Priorities Assignments:

Issues:

1. Nursing Care Quality Assurance Commission.
2. Multi-State Licensure/Interstate Compact
3. Continued Competency
4. Scope of Practice/Encroachment
5. Erosion of Public Health Nursing
6. Medical Errors/Systems Safety
7. Bioterrorism & Disaster Preparedness

Target for Member Involvement:

Build relationships with Specialty Nursing Organizations, Schools of Nursing and other groups of nurses.

Mechanisms to Address Issues:

Seek direct input from membership, WSNA Org. Affiliates, WNLC and other target nursing groups WSNF

(Support Research & Education)

Goals for 2001-2003:

1. Monitor activities of the Nursing Commission.
2. Identify how continued competency affects nursing.
3. Identify forces that impact all levels of nursing's scope of practice.
4. Identify issues related to nursing shortage.
5. Prepare a response to natural, biological and chemical disasters.
6. Analyze the current status of medical errors and develop an action plan for safe patient systems.
7. Encourage nurses and managers to collaborate in their workplace to create innovative solutions to staffing issues which address forced overtime and unsafe staffing.
8. Recognize excellence in leadership, ethics and human rights, education, practice and research.

How Were the Goals Met?

1. Council members received notice of all NCQAC's meetings and other business.
WSNA had a representative at all NCQAC meetings and workgroups.
Council members provided input to NCQAC when requested to do so.
2. No current action is required.
3. The work of the DOH, DSHS & L&I was monitored.
Testimony was given at hearings as appropriate.
Multi-State Licensure position paper was developed.
Continue to educate the public.
An article will be prepared by a public health nursing leader to bring public health to the forefront.
A template for a letter to the editor will be developed.
4. Letter was prepared and sent to Washington School Counselor Association to encourage more students to explore nursing as a possible career. Chair participated in a local health care forum.
A draft of a position paper on the use of foreign nurses will be prepared for the Fall '03 Council meeting.
A draft of a position paper on the use of medication aides will be prepared for the Fall '03 Council meeting.
5. An article on nursing response to bioterrorism was prepared and published in the Winter 2002 Washington Nurse.
6. Literature review of medical errors was performed.
Draft position paper will be prepared for the Fall '03 council meeting.
7. Goal was partially met through passage of legislation.
Encourage staff and managers to collaborate on this issue in their contract and professional practice and/or conference committees.
Guidelines for the Registered Nurse in Giving, Accepting or Rejecting an Assignment were revised

and will be reprinted.

Guidelines for Working With the Chemically Dependent Nurse were revised and will be reprinted.

8. Nominations for the Council awards were sought. The applications were reviewed. Awards will be presented at the 2003 Summit.

CABINET ON ECONOMIC & GENERAL WELFARE

Chair: Kim Armstrong (Olalla)

Cabinet Members: Jeanne Avey (Longview), **Marty Avey** (Spokane), **Patricia Lombard** (Bellingham), **Judi Lyons** (Ellensburg), **John Tweedy** (Camano Island) **Louise Kaplan** (Olympia)

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

In order to meet our goals of strengthening the local units, increase the visibility of WSNA/UAN, develop effective committed local unit leaders and increase the credibility and visibility of the labor program of WSNA, we have:

- Encouraged Local Units to attend in WSNA legislative day each year.
- Assisted in planning and drafting legislation on "Mandatory Overtime" and "Patient Safety Bill," as well as testifying at hearings.
- Given numerous TV, radio, and newspaper interviews on mandatory overtime, unsafe staffing, recruitment of foreign educated nurses, smallpox, and other issues.
- Participated in and encouraged local unit members to attend the WSNA Summit.
- Planned and conducted the 12th and 13th Annual Leadership Development Conference in Lake Chelan. CE credits were awarded for each class.
- Conducted free regional grievance, local unit officer, health and safety, discrimination workshops in various regions of the state. CE credits were offered to each attendee.
- Reimplemented Regional Local Unit Councils. Meetings have been held in the Southern region, the Northern region, Central region and Spokane region.
- Planned and conducted a Spring and Fall meeting of the Local Unit Council each year.
- Submitted regular articles for the Washington Nurse.
- Implemented a new quarterly publication specific to the WSNA labor program called "ONE STRONG VOICE." Every local unit member receives a copy.
- Supported a new local unit member in a presentation to the UAN Delegate Assembly in Washington DC in June

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2002.

- Attended all UAN/SNA meetings to give input to the UAN on WSNA's positions and issues.
- Paid expenses for the WSNA UAN delegates to the UAN Delegate Assembly in Washington DC and Chicago.
- Sponsored staff nurses representatives to Staff Nurse Summit for the past two years.
- Sent WSNA members to two UAN Labor Institutes held in Chicago and Las Vegas.
- Sponsored four forums on Smallpox and Recruitment and Use of Foreign Educated Nurses, which was held in four different regions throughout the state. Free CE credits were given to attendees.
- Presentations to nursing students in numerous schools of nursing throughout the state.
- Updated Local Unit Officer handbooks.
- Developed a Cabinet E&GW member and Cabinet E&GW Chair "job description."
- Developed a Cabinet E&GW member orientation program.
- Developed policies for "Use of Local Unit Fund," "Use of the Cabinet Fund," and "Membership in the Local Labor Councils."
- Joined the Washington State Labor Council (state AFL/CIO) and assumed responsibility for the cost of membership.
- Sent the first two WSNA delegates to the Washington State Labor Council convention in Wenatchee in 2002.
- Attended WSNA dues restructure forums around the state.

BYLAWS/RESOLUTIONS COMMITTEE

Chair: Anita Stull (Seattle)

Committee Members: Joanna Boatman (Kalama), Nancy McAfee (Seattle), Ann Whitley (Yakima)

The Bylaws/Resolutions Committee met on October 23, 2002 and November 13, 2002 to review proposed changes to the WSNA bylaws and to develop additional recommendations to assure that WSNA bylaws are in conformance with ANA bylaws. Recommendations were developed and forwarded to the WSNA Board of Directors for consideration and recommendation to the WSNA membership. Bylaws proposals were printed in the Winter 2003 issue of the Washington Nurse, which was mailed to the membership in January 2003. The proposed amendments to the bylaws will be discussed and perfected at the 2003 meeting of the WSNA General Assembly and will be voted on by mail ballot of the membership in May 2003.

The WSNA Bylaws/Resolutions Committee met again by telephone conference call on December 16, 2002 and

January 6, 2003 to consider the non-emergency resolutions submitted by the November 1, 2002 deadline. A resolution on safe staffing levels originally submitted by Tim Davis, Mt. Vernon was submitted for consideration to the Cabinet on Economic and General Welfare. The WSNA Cabinet on Economic and General Welfare submitted a resolution on foreign-educated Nurses. The committee, acting within its authority, perfected language and made minor revisions.

The Committee approved two resolutions to be forwarded to the biennial meeting of the WSNA General Assembly. The resolutions are: (1) Safe Staffing Levels and (2) Foreign-Educated Nurses. These resolutions were printed in the Winter 2003 issue of The Washington Nurse and will be considered and voted on at the 2003 meeting of the WSNA General Assembly.

In addition, the Committee will meet May 1, 2003 to consider any emergency resolutions that may come forward.

WSNA NOMINATIONS/SEARCH COMMITTEE

Chair: Sue Goedde (Wenatchee)

Acting Chair: Jan Bussert (Vashon Island)

Committee Members: Carol Oeljen (Spokane), Jean Pfeifer (Kirkland), Peggy Sala (Spokane), Frances Terry (Seattle)

The WSNA Nominations/Search Committee met on November 15, 2002. The purpose of the meeting was to develop a ballot of elected offices. The consent forms on hand were reviewed and a ballot was developed. The committee members were assigned to make telephone calls to prospective nominees for elected offices. Self-declared candidates were added to the ballot until the cutoff date of March 2, 2003. The ballot of nominees for elected offices will be presented to the WSNA General Assembly on May 2, 2003, and further nominations will be taken from the floor. The ballot of elected offices, including candidates' statements, will appear in the Spring issue of The Washington Nurse and the final ballot will be mailed to the WSNA Membership following the May 2, 2003 House of Delegates.

WSNA CABINET ON ECONOMIC & GENERAL WELFARE NOMINATING COMMITTEE

Chair: Jen Brodie (Newman Lake)

Acting Chair: Judy Turner (Fox Island)

Member: Wendy Evans (Port Orchard)

The WSNA E&GW nominating committee met on November 15, 2002. The purpose of the meeting was to develop a ballot of elected E&GW chair and cabinet

members, the Cabinet on Economic and General Welfare Nominating Committee and for delegates for the 2004-2006 National Labor Assembly. Criteria for running and voting for these positions are limited to WSNA bargaining unit nurses as described in ANA and WSNA bylaws and WSNA policy. The consent to serve forms on hand were reviewed and a ballot was developed. The committee members contacted other prospective nominees for the positions.

Self-declared candidates meeting the criteria were added to the ballot until the cutoff date of March 2, 2003. The ballot of nominees for the elected offices will be presented to the WSNA General Assembly on May 1 and 2, 2003 and further nominations of eligible members will be taken from the floor. The final ballot will be mailed to the WSNA Bargaining Unit Membership following the May 2, 2003 House of Delegates.

CONVENTION/SUMMIT PLANNING COMMITTEE

Betty Blondin (Tacoma), **Helen Kuebel** (Ridgefield), **Deena Rauch** (Moscow, ID), **Lisa Ross** (Spokane), **Judy Turner** (Tacoma), **Sue Vermeulen** (Seattle), **Mary Walker** (Bellevue), **Louise Kaplan (Ex Officio)** (Olympia)

The committee met on September 12, 2002 to develop a format and agenda for the 2003 WSNA Convention/Summit. The committee reviewed the evaluations and suggestions from the 2001 Summit. Based on positive evaluations, the Committee decided to use a format similar to that used in 2001 with one keynote speaker and one plenary session speaker, concurrent continuing education sessions, and an issues/priorities working session. The time for the General Assembly has also been extended slightly. The theme for the convention is: "Nursing: A Career for Life." The Committee recommended topics for the keynote, plenary session and continuing education sessions and potential speakers. Award-winning author, Suzanne Gordon, will be the keynote speaker and advanced practice expert, Barbara Safriet, JD will be the plenary session speaker. It was decided to again include poster sessions in addition to the vendor exhibits and to invite Districts, Local Units and CNEWS (Council of Nurse Educators of Washington) to submit posters. The first day of the Convention/Summit will include the General Assembly business meeting, a silent auction for the Washington State Nurses Foundation, followed by the keynote speaker and a reception to honor WSNA and Media awards winners.

The WSNA Convention/Summit is an opportunity for WSNA members and students to learn more about the challenges facing the nursing profession and to provide input into identifying the key issues and priorities of WSNA for the ensuing biennium. The Committee urges all WSNA

members to attend and encourages you to invite your nursing colleagues and students to join you in being an active participant in this stimulating event.

CONTINUING EDUCATION APPROVAL AND RECOGNITION PROGRAM COMMITTEE (CEARP)

Co-Chair: Helen Behan (Edmonds)

Co-Chair: Nikki Behner (Arlington)

Members: Marva Petty (Vancouver), **Melinda Poso** (Lakewood), **Barbara Innes** (Seattle)

Reviewers: Rebecca Davis (Tacoma), **Jennifer Graves** (Seattle), **Karen Moe** (Edmonds), **Karen Wilkinson** (Lynnwood)

2001-2003 Issues and Priorities Assignments:

Support acquisition and maintenance of competency through ensuring quality continuing nursing education activities.

Monitor quality of approved continuing nursing education activities to ensure they promote professional and safe practice and lead to improved health care and safety of the public.

Purposes for 2001-2003:

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

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

Goals for 2001-2003:

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

1. Conduct the CEARP program peer review process in accordance with the American Nurses Credentialing Center's Commission on Accreditation criteria.
2. Evaluate and process revisions in the CEARP program in order to maintain an efficient and reliable review process.
3. Evaluate and encourage the incorporation of new technologies and learning methodologies into the range of educational activities approved under the CEARP program.

How were the Goals Met?

During 2001 and 2002, the Continuing Education Approval and Recognition Program Committee (CEARP) has ensured continuing education of high quality and

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encouraged nurses' participation by the following:
Maintained Quality Standards and Adherence to ANCC Criteria:

- Implemented new ANCC criteria and completely revised the WSNA 2002 Guidelines Packet for Continuing Education Approval and all related documents to meet the latest ANCC criteria.
- Lost two committee members but oriented six new reviewers to ANCC / WSNA CEARP approval process. The current CEARP Committee consists of two Co-Chairs, three additional members, with four reviewers assisting the Committee in four review teams.
- During 2001, reviewed 57 ED I activities, 2 ED II activities, and 6 Providers (lower number due to transition to three year approval period). During 2002, reviewed 50 ED I activities and 18 Provider applications. Total number of Providers approved for three years = 48.
- Conducted annual surveys for ANCC of each 2000 and 2001 applicant. In 2000, 310.55 contact hours were awarded for individual ED I and II activities approved by WSNA and 3,068 learners participated in these. 6,933.87 contact hours were awarded by WSNA approved Providers and 40,508 learners attended Provider implemented activities.

In 2001, 2,415.1 contact hours were awarded for individual ED I and II activities approved by WSNA and 9,278 learners attended. WSNA approved Providers awarded 11,292.5 contact hours and 56,219 learners attended Provider implemented activities.

- Conducted twice yearly quality improvement and inter-rater reliability checks, during which the peer review teams and professional staff reached agreement 99% of the time.
- Promoted value of ANCC / WSNA CEARP approval of continuing nursing education activities.
- Noted evidence that quality CE and ANCC / WSNA CEARP approval continues to be viewed as a benefit by nurses and providers.
- Emphasized ANCC certification policy that requires 50% of certification renewal hours be from ANCC or other accredited and approved courses beginning in 2003 and saw evidence that providers were responding to this policy by seeking ANCC approval.
- Altered meeting dates to encourage consistent attendance by core committee members and reviewers.
- Continued to report weekly status of receipt of applications and review progress, thus ensuring that reviewer response and reviews are completed in a timely manner.
- WSNA's CEARP professional staff person was

appointed for a two year term as a Commissioner on ANCC's Commission on Accreditation from 2001-2003, attended three ANCC-COA meetings at ANA, and participated in a site visit to a state nurses' association applying for ANCC accreditation as an approver.

- Conducted and planned periodic audits to monitor quality of approval process.
- Noted continued trend in change in nature of organizations applying for approval. More non-nurses and applicants not previously approved completing applications.

Provided Member and Customer-Focused Support:

- Continually streamlined and refined the application process.
- Notified WSNA membership and CEARP applicants regarding changes through individual letters, CEARP Highlights newsletter, WSNA's web pages, and information in The Washington Nurse.
- Published updated continuing nursing education listings of approved providers and others in The Washington Nurse and on the WSNA web site.
- Responded to applicant concerns and feedback and received many favorable comments from applicants about quick, thorough response and clear, improved process.
- Published CEARP Highlights newsletter to inform applicants of concerns, clarifications, and changes.
- CEARP program had benefit of consistent support and professional staff.
- Received feedback from Providers that change to three year approval through WSNA's efforts continues to be greatly appreciated.
- Provided continual support when requested to applicants by mentoring them through the entire application process.
- Improved turn-around time with the increased use of e-mail communication among reviewers, applicants, and staff.
- Continually updated WSNA CEARP web pages.

If The Goals Were Not Accomplished What is The Current Status?

The CEARP Committee met and exceeded the stated goals, in particular by completing new and extensive changes and updates to the WSNA CEARP Guidelines and criteria.

WSNA-PAC

Chair: Doug Landers (Wenatchee)

Members: Bonnie Sandahl (Alderwood Manor),
Kathleen Lange (Seattle), **Elizabeth Thomas**

(Seattle), **Mae Johnson** (Spokane), **Judith Moccia-Sattler** (Puyallup), **Veletta Wornath** (Vancouver)

The WSNA-PAC kicked off 2002 with the 20th Annual Nurse Legislative Day. In spite of the ice and snow, more than 300 registered nurses and nursing students from every part of the state attended. Washington State Board of Health Executive Director Don Sloma was the keynote speaker and gave a passionate talk on the important role that nurses play in the health care system.

WSNA-PAC conducted the 2002 Health I.Q. Candidate Evaluation Process. This was a critical election year including all 98 of our state representatives up for election as well as 24 out of the 48 state senate members. WSNA member Dawn Morrell, a past WSNA-PAC Board member was a candidate for the State Legislature in the 25th Legislative District. We were able to interview candidates running for office gave over \$7,000 in campaign donations towards selected candidates running for the state legislature. As a result of our efforts, we were able to elect 2 additional registered nurses to the State Legislature.

In February 2003, nearly 600 RNs and nursing students (the largest turnout ever) again gathered in Olympia for the 21st Annual Nurse Legislative Day, where nursing shortage and working conditions top the legislative priorities. It was a packed day that included Governor Gary Lock as the keynote speaker. The Governor outlined his efforts towards addressing the nursing shortage and took a wide range of questions from the audience on nursing issues. Breakout session included Grassroots Political Action, Mental Health Parity and the Impact of the State Budget Shortfall on Health Care Access. The WSNA Legislative and Health Policy Council also gave a presentation on the major WSNA initiatives for the session, including safe nurse staffing and the nursing shortage. The evening legislative reception was a joint event with the WA Association of Nurse Anesthetists PAC. WSNA-PAC presented the 2002 Legislators of the Year Award to Senators Margarita Prentice and Alex Deccio, and Representative Eileen Cody for their efforts towards the passage of the Mandatory Overtime law.

The Trustees of WSNA-PAC would like to thank all of you who made contributions towards the PAC over the last two years and all of you who have volunteered your time in interviewing candidates. It is because of all of your efforts that we are able to educate the candidates on important nursing and health care issues.

WSNA FOUNDATION

President: Helen Kuebel

Vice President: Dr. Maureen Niland

Secretary/Treasurer and Investment Liaison:

Karen Huisinga

Trustees: Joan Caley, Sally Herman, Linda Hoogendijk, Dr. Mary Walker, Stasia Warren, and Kathi Gibbs

I am pleased to report that even in recent economic downturns, WSNF investments in 2001-2003 outperformed the market average. As stewards of our Foundation funds, our goal is to continue to have a balanced portfolio and to make careful investment decisions.

2001-2003 WSNF grants to WSNA members:

- \$1,000: May Loomis Funds: Seattle-King County Health Department Quality Improvement Conference for Rebecca Benson, Debbie Vonnahme, Judy Volker, Kris Edwards, Mary Paananen, Jeannie Barberie, Nancy VonDrashek, Antoinette McKinnon.
- \$1,376 Regina Nailon, Oregon Health Sciences University, PhD research project for culturally competent health care for Latinos in the Yakima area in Washington.
- \$1,000 Janet R. Katz, Gonzaga University, PhD research project on Native American nurses.
- \$600 to sponsor a table at the Mary Mahoney Nurses Association Spring function.
- \$120 to Mann Middle School, Olympia (Louise Kaplan) to provide transportation for "Kids in Health Careers" with Tacoma General Hospital.
- \$1,000 to Ruby England, Seattle Pacific University to help fund scholarships to Nursing Camp for high school students.
- \$1,000 to King County Nurses Association for their April 2003 100th Anniversary Celebration.
- \$3,000 for portable projection system for WSNA/WSNF educational events.
- \$5,000 to Dr. Louise Kaplan and Dr. Marie Antoinette Brown (from a restricted grant from Pfizer Pharmaceuticals) to study Nurse Practitioners barriers to practice and barriers to prescribing.
- \$10,000 pledge to help establish the Washington Center for Nursing (from a restricted grant received in the name of Margarita Prentice).
- \$16,000 for nursing scholarships (\$1,000 each): Amy Marshall, Jessica Marie Seecombe, Jennifer Altmiller, Adina C. Cristea, Ashley Blakemore (Delores-Deo-Little Award), Kelly Derosier, Michelle Lampkin, Lisa Morgenthaler, Laura Hahn, Christine Laux, Trisha Weber, Joy Vander Linden (Delores-Deo-Little Award), Jamie Woods, Deborah Phelps, Christine Hoffman, and Ruth Nyblade.

Our May 1, 2003 silent auction at the WSNA Summit/Convention is the biannual event where we raise funds for

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scholarships. We hope to see many of you there. WSNF is working on a perioperative nursing scholarship/project, “Leaving a Legacy” project as well other events to raise funds. Thank you to the many patrons who have given generously. We continue to need your support. We must *GROW* and *INCREASE* our pooled investments in order to accomplish our mission.

CONSTITUENT REPRESENTATIVE COUNCIL

Chair: Pamela Pasquale, District 9–Snohomish County Nurses Association

Executive Director and Executive Committee of WSNA, President and Chief Executive staff of member and active districts meet 1-2 times a year to discuss issues and updates that can be disseminated to our members in district affiliate organizations.

Goals

2001-2002:

To update the District Handbook to make it more user friendly and help transition new district leaders by providing better institutional memory. Last update 1992.

2002-2003:

Realizing the complicated district boundaries and continued challenges communicating to our membership with smaller districts, the CRC proposed a radical idea to the WSNA Board—that districts be allowed to combine into regions. The rationale for this is to make better use of resources and electronic communication so that duplication of services might be avoided.

One other benefit that was proposed and discussed was that district associations develop closer relationships with Local Unit organizations, again to try and avoid duplication of effort and help members obtain information.

Success with Goals:

The District Handbook was put on temporary hold because of the intensive work required to pull together information from existing districts and institutional history from WSNA archives. The work involved was too time-intensive for a volunteer and WSNA staff was pressed with more important membership issues. The handbook update has been temporarily tabled, awaiting possible changes in district structure.

The district-to-region change in governance was proposed to the By-Laws Committee so they could prepare amendments to allow for the proposed changes. These Bylaws changes were printed in the Winter 2002 Washington Nurse and will be considered at the 2003 General Assembly and voted on by the membership.

Next Biennial Goal:

To continue to develop a workable structure to help support the change from individual districts to 9 state regions. It is anticipated that this will take a great deal of careful thought as issues such as dues distribution, leadership roles, membership assignments are determined to be fair, equitable, and serve the membership.

The Constituent Council remains committed to providing a platform and access to current nursing issues by our presence working alongside our District members as well as through our connection to those within the WSNA governance structures.

KING COUNTY NURSES ASSOCIATION–DISTRICT 2

President: Christine M. Henshaw, RN, MN, EdC

2001-2003 Issues and Priorities Assignments and Goals:

1. Collaborate with professional organizations and a variety of community groups to further the organizational mission of King County Nurses Association.
2. Provide information on health issues to members and the community to promote healthy communities.
3. Advocate responsibly on issues related to professional nursing, community health, and health care consumers.
4. Maintain organization effectiveness.
 - A. Ensure financial stability of organization through regular monitoring of budget and recommendations for action.
 - B. Increase non-active member involvement in King County Nurses Association.

How Were the Goals Met?

RN Professional Education

- KCNA District Meetings provided members and students with an opportunity to learn more about KCNA activities and to select a slate of candidates for Board of Directors positions.
- Fall Kick-off Events: September 22, 2001 featured a keynote “Medical & Nursing Errors” and concurrent sessions “Chronic Care Issues,” “Women’s Health,” and “Working with Attorneys on Medical Malpractice Cases.” October 19, 2002 keynote was “When Your Body Gets the Blues: A Research-Based Program” and concurrent sessions were on “RN Delegation” and “Nursing Human Energy.”
- Nurses Law School was co-sponsored with the Washington State Trial Lawyers Association in the fall of 2001.
- Learn & Earn Dinner Seminars included topics in palliative care, menopause, legal issues, nurse legal



consulting, irritable bowel syndrome, and the four elements of health.

- Spring Banquet/Annual Meeting--Two events were held: May 10, 2001 with Ruth Hansten as the keynote speaker and May 2002 with Janice Boase providing a keynote. Events also featured student scholarships, auction, and nurse awards.

Member Services

- KCNA published a quarterly newsletter, The King County Nurse Advocate, which provided up-to-date information for members about activities, events, and community involvement opportunities.
- KCNA conducted the biennial 2001 Membership Survey. Results of this survey helped KCNA committees and special interest groups plan events and design projects to meet member needs.
- KCNA coordinated Special Interest Groups (SIGs), giving members an opportunity to network, listen to speakers, learn about areas of nursing which interest them, and participate in the community. SIGs during 2001-2003 included Nurse Legal Consultants, Complementary and Alternative Medicine, Neighborhood Health, and Chronic Care.
- KCNA organized activities for the following committees: Board of Directors, Bylaws, Finance, Scholarship, Membership/Public Relations, Program, Nominating, Governmental Affairs, 100th Anniversary, and Community Mini-Grants.
- Annual awards were given to KCNA members including Nurse of the Year, Excellence in Nursing Practice, and the Extra Mile Award.

Community Collaboration

- KCNA supported the work of nurse members by awarding \$500 mini-grants to members coordinating community health projects. Beverly Horn conducted a Diabetic Health Fair in the Central District, Jim Hunziker worked with Vashon Youth & Family Services to offer a Bicycle and Skateboard Safety Event, and Monica Jarrett is working with Harborview in the Development of Constipation Materials for Somali Immigrants.
- KCNA collaborated with community organizations working on Tobacco Free educational projects including: appointment to the King County Tobacco Free Council, and active participation in a variety of task forces.
- KCNA provided financial support of \$1,850 total for two years to: Filipino Nurses Association; Fremont Public Association for Food Bank; League of Women Voters; Mary Mahoney Professional Nurses Organization; The Market Foundation; Noel House;

Seattle Pacific University Nursing Camp; SmartGirls; Treehouse Foundation; and Washington State Nursing Foundation.

Student Involvement

- KCNA reached out to nursing students by producing student supplements to the Advocate newsletter for distribution to students at nine area schools of nursing twice each year. Supplements included information regarding KCNA scholarships and complimentary admission to KCNA events. KCNA also provided students with a liaison to answer questions and promote activities.
- Student Scholarships of \$1,000 each were provided to five students per year for a total of \$10,000 distributed. Complimentary admissions were provided to educational events and the spring banquet/annual meeting (2 students per school). When the complimentary admissions were exhausted, reduced admission fees were available.

SNOHOMISH COUNTY—DISTRICT 9

President: Pamela Pasquale

Secretary: Louise Uyeda

Treasurer: Nikki Behner

Vice President: Helen Behan

Board Member: Karen Brasfield

Priorities and Goals 2001-2003:

Continued to work to improve district outreach to the membership through:

1. Communication/newsletters.
2. CE planning with District 16.
3. WSNA presence with Everett Community College students.
4. Community outreach to legislators.

Goals Met:

1. Continued support of Everett Community College students with breakfast welcoming 2001; graduation refreshments 2–4 times per year.
2. Sponsored and assisted Everett Community College students to attend Leg Day by sponsoring refreshments for early bus ride to Olympia.
3. Paid one-half of cost for WSNA *Legislative Day* and assisted in making appointments with legislators for afternoon meetings.
4. Communicated with 1 district newsletter—Summer 2001.
5. Sent District members Christmas Cards with National Nurse Day magnets.
6. Sponsored WSNA Summit activities April 2001 in Tacoma – 3 officers attended.

Much of the activity has been on hiatus as the President completed her Masters' degree in August 2002. Now that she is settled into the employment position she desired, it is hoped more attention can be placed on re-connecting with Snohomish County nurses, develop bargaining unit relationships with the small units within the district and help merge into the new regional framework.

FORT VANCOUVER NURSES ASSOCIATION–DISTRICT 11

President: Marva Petty

Vice-President: Robbie Bertram

Secretary/Treasurer: Barbara Riehm

Board of Directors: Linda Armstrong, Vicki Wornath, Pat Sweyer, Rosemary Sievila, Mary Higgins

Goals for 1999-2001:

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

How Were the Goals Met?

1. Educational Offerings:
 - Hormone replacement therapy
 - OR update-total hip replacement
 - Legislative Update
 - Breast Cancer Update
 - Genetic susceptibility for cancer
 - TB Update
 - Bioterrorism.
2. District nurses participated with LU nurses in the annual July 4th blood drive. Staff nurses from the local unit were elected to district leadership positions. Meeting times were changed to better accommodate 12 hours shifts. Staff nurses from the hospital in White Salmon were invited to participate in district activities.

3. The district's annual contribution was increased. Members continue to volunteer at the clinic.
4. Nursing students are invited to attend the district meetings. The meetings are held at Clark College to facilitate the student's participation.
5. The president participated in a local health care forum. Contributions were made to Clark College and Washington State University-Vancouver to fund basic nursing preparation and advanced preparation. A mechanism will be developed to assist district nurses to fund attendance at conferences, legislative pay, Summit and other professional activities. A donation was made to offset expenses associated with the research project conducted by Louise Kaplan, PhD, ARNP.

SKAGIT-ISLAND-SAN JUAN NURSES ASSOCIATION–DISTRICT 16

President: Sally Herman

Secretary: Debra Sullivan

Treasurer: Alison Zak Blum

Board of Directors: Paul Blum, Kathy Brown, Sharon Hooley

District 16 has continued to be active promoting our professional nurse organization and nursing throughout this biennium (2001-2003).

Our ongoing goal is to promote continuing education for our membership, provide incentives and mentorship to practicing nurses throughout the community and bring strong relationships between the student nurses and practicing RNs, with a definitive link to the Skagit Valley College Nursing Program and to be a visible health care advocate to the community in which we live.

The District Board provides for financial assistance for students to attend Nurse Legislative Day in Olympia each year. This year there were 34 students who attended the event along with two nursing faculty. We also have helped sponsor students to attend the WSNA Nursing Summit in 2001 and plan to assist those again this year who are interested in attending.



Some Board members were present during the graduation ceremony and provided some refreshments to graduates, family and friends.

The District Board is planning to present a photo album to the Nursing Department to be kept at Skagit Valley College, which will primarily be those trips to Legislative Day and Graduation Ceremonies.

We are especially overjoyed by the tremendous energy and accomplishments of the student nurses and their tireless faculty along with our entire nursing community who help to promote and mentor the student nurses. It is with great pleasure and joy that we have in our valley so many Registered Nurses who are willingly mentor these student nurses and many of these new Graduate Nurses have remained in our community because of the friendly and participatory environment.

The District Board continues to lack visibility in the community, so we plan to place articles in the local newspapers. We have given a nursing scholarship award each year in the Spring. This year we are giving two \$1,000 scholarships to RN/BSN students. We plan to acknowledge these in the local newspaper soon. Because we recognize the need at the entry level into nursing, we will offer a Fall scholarship this year.

The District held a Fall “Evening of Relaxation and Stress Management” for Nurses in the Fall of 2001, which included an educational component, massage therapists, buffet dinner and silent auction to benefit our scholarship program. We will plan a Fall event again this year.

District 16 Board members have interviewed legislative candidates with Health IQ’s before elections over the past two years. The results you have seen in the Washington Nurse.

We have decided to provide financial support to those RNs choosing to attend the WSNA Nursing Summit on May 2-3, 2003, as there is an excellent agenda planned with dynamic speakers.

We have not met our goal to be visible in the community with community education. We are looking to other Districts and with the probability of regionalizing we will be able to work collectively as a larger team with fresh

ideas. We desire to serve all our members throughout the region. So we look to new ways to best serve our membership. Look and see, over the horizon and we’ll get there with one another’s help. Thanks, everyone.

KITTITAS COUNTY NURSES ASSOCIATION—DISTRICT 18

Chair: Judi Lyons

Secretary: Celeste Lipp

Treasurer: Diane Barton

Board Members: Jodi Rossow, Kathy Wilson, Pam Clemons

2001-2003 Issues and Priorities Assignments:

- Enhance communication with membership.
- Increase membership involvement in WSNA sponsored activities - Leg Day, Summit, Committee Councils.
- Integrate Local Unit into the District and visa versa.
- Hold elections for all committees to achieve complete slate.

Goals for 2001-2003:

- Conduct elections for Local Unit Officers and Nurse Practice Committee and Conference Committee.
- Gather survey results of nursing past experience to aid in contract parity language recognition.
- Find ways to involve more members in district and local unit projects.

How Were the Goals Met?

- Scheduled regular district meetings.
- Sponsored scholarships to WSNA/ANA events.
- Invited all district nurses to all meetings - encouraging membership.
- Hosted an information booth at the Local County Fair and Rodeo in September.
- Sponsored refreshments for Nurse Day at our facility.
- Published three newsletters per year to keep members informed of invitation to KCNA/WSNA/ANA events.

WSNA Dues Structure Change Proposal

The 2001-2003 WSNA Biennial Reports section that appears in this issue of The Washington Nurse contains a report from the WSNA Dues Structure Task Force whose charge was to review the current WSNA dues structure, categories of membership, evaluate the possible need for a WSNA dues increase and make recommendations to the WSNA Finance Committee and WSNA Board for their consideration. Please see that report for more detail on the current dues structure and rationale for changes in addition to the information that follows.

What was the overall goal of the Dues Structure Task Force?

The overall goal is to achieve a dues structure for WSNA that meets the following objectives:

- provides financial stability to the organization¹
- is fair and proportionate to the member
- is simpler, more efficient to administer and easier to explain and understand

What were the Task Force's Objectives?

The Objectives of the Dues Structure Task Force were to develop a plan for a dues structure that will:

- maintain the viability of WSNA so it can support its current and ongoing expenses and support our future work
- create a reserve for sustainability in a crises
- prevent having to return repeatedly to the membership for dues increases.
- be easy to understand and administer for WSNA staff and members and the institutions where we collect dues by payroll deduction
- create ongoing support for the local units and districts
- create categories of membership that are easier for members to understand

What Changes are the Task Force Proposing?

The major proposed changes to the WSNA dues structure and annual dues calculation are as follows:

- Reduce the number of WSNA

Dues categories from eight (8) to five (5)

- Change the annual dues adjustment formula from 0.89% of the statewide average of the "base" wage rate in contracts for RNs in WSNA local units to 1.0% of the statewide average of the "fifth step" wage rate in contracts for RNs in WSNA local units.
- Recommend that the Districts reduce the Number of District Dues Categories from eleven (11) to not more than three (3) as soon as possible,
- Change the WSNA Bylaws so that Lifetime members will be charged a small fee

Why is a Change in the Dues Structure Needed?

In 1998 and early 1999, WSNA faced significant unexpected expenses and a huge budget deficit that threatened the viability of the association, exhausting reserves and requiring significant sacrifices by the staff, including a reduction of 4.9 FTEs, deferral of required expenses, one-time grants and salary roll-backs. Anytime there are cuts in staffing, membership services and programs suffer. Over the past four years WSNA has worked hard to cut expenses, reduce duplication and increase revenue without reducing services. We are pleased that we have been able to restore most of these cuts, pay the deferred expenses and are now in a more stable financial position. However there is a finite limit to the extent that expenses can be reduced when faced with rapidly rising inflation for materials, equipment, travel and insurance. WSNA is very dues-

dependent with 92% of our revenue coming from member dues. As this report outlines, we still have some of outstanding loan obligations and unfunded accrued liabilities that must be funded. Unless the change in dues structure is passed, WSNA will again be forced to consider significant cuts in staffing and services.

What are the Effects of the Change on WSNA Short and Long-Term Financial Stability?

The WSNA Budget for 2002-2003 is \$2,197,930 with estimated revenue from member dues and agency fee payers at \$2,078,036 and includes \$67,500 in one-time grants. The proposed changes will allow WSNA to meet its current budget without relying on unpredictable grant funds, complete repayment of the 1989 ANA loan, meet the inflationary increases in expenses, comply with Audit recommendations for fully funding accrued paid time liabilities, and restore 2.5 FTEs of the positions cut in 1999. It will also allow WSNA to begin to build a modest reserve fund (a minimum of 25% of the annual operating budget) to handle unexpected events and emergencies. Additionally, over time it will allow for long-term financial stability and modest growth of programs.

How Will This Change Affect the Dues Amount Individual Members Pay?

Currently WSNA members working full-time and covered by a WSNA collective bargaining agreement pay significantly less in dues than do their sisters and brothers in Alaska, Oregon and in many other unions like 1199-NW/SEIU. Most WSNA bargaining

¹ Defined as "allows the WSNA to achieve short term and long range goals for financial stability, including inflation, paying off the ANA loan, developing at least six months of operating reserves within 5 years and providing for growth of the organization."

unit members, because of their age and longevity, are at the 5th step or higher of their contract and earn (on average if working full-time), around \$50,000 or more per year and pay between \$39.98 and \$45.24/mo in dues depending on the District where they work and the number of hours they work. This amount covers membership dues in the ANA, WSNA and the District as well as representation in the UAN and the AFL-CIO. (See **Biennial Reports**, pages 32–34, for how these dues are divided among the various levels.)

In contrast, nurses in the Alaska Nurses Association, the Oregon Nurses Association and those represented by 1199–NW and other unions pay much higher dues for similar affiliations—ranging from \$51.88/mo (plus district

dues) to more than \$67.00/mo. And 1199–NW membership does not include affiliation with ANA or the District Nurses Associations.

If the proposed changes in the WSNA Dues Structure are passed, dues in October of 2003 will rise about \$10.46 per month (35 cents per day) to about \$50–55/mo, depending on your district dues. In subsequent years, any increases will be significantly less (usually in the \$1.00–1.50/mo. range) depending on the rate of salary increases at the 5th step. (See Dues Comparison Chart below.)

Besides the Task Force, Who is Recommending the Change?

Among the groups supporting the proposed changes to the WSNA Dues

Structure are the WSNA Finance Committee, the WSNA Board of Directors, the WSNA Cabinet on Economic and General Welfare, the Professional Nursing and Health Care Council, the Legislative and Health Policy Council, the Constituent Member Representative Council (District Presidents) and the WSNA Bylaws/Resolutions Committee. The proposed changes will be discussed at the 2003 General Assembly on May 2, 2003 before sending it to the membership for a vote by mailed ballot.

Support yourself, your nurse colleagues and your professional association—Vote “YES” on the WSNA Dues Structure Change.

WSNA Dues Comparison Chart **WSNA Dues Lag Other SNAs and Unions**

WSNA dues compared with Alaska and Oregon Nurses Associations and 1199NW/SEIU

Organization	Annual Dues Range/CB Member Fiscal Year is Oct 1through Sept 30	Monthly Dues Range/full CB member
WSNA Current Dues 0.89% of ave. Base Step WSNA Dues if proposed changes passes: 1.0% of ave. 5th step (approx. \$24.00/hr or \$50,000/yr)	2002–03 \$479.76 to \$542.88 2003–04 \$605.14 to \$668.38 (est.) 2004–05 \$623.97 to 687.27 (est.) Non-CB pay 66% of above	\$39.98 to \$45.24 \$50.42 to \$55.69 (est.) \$52.00 to 57.27 (est.) Includes WSNA + ANA/UAN + District
Alaska (AaNA) ANA + AaNA dues + 1% of salary (min of \$100 to a cap of \$600) – For an RN earning <u>\$50,000/yr</u> (\$24.04/hr)	2002–03 CB pay \$312.18 + 1% of salary (\$500) = \$812.18 (Dues = AaNA + ANA + 1% salary) Non-CB pay \$312.18–\$320.18	\$67.68 Dues = AaNA + ANA + District
Oregon (ONA)	2002–03 CB pay \$622.51	\$51.88 District dues are added to this (Dues = ONA + ANA only)
1199–NW/SEIU For an RN earning <u>\$50,000/yr</u> (\$24.04/hr) Note: This is for a salary of \$50,000/year – As the member’s salary increases, the dues increases up to the maximum Cap each year.	2001 \$720 – 1.5% cap of \$720/yr 2002 \$720 – 1.5% cap of \$720/yr 2003 \$750 – 1.5% cap of \$780/yr 2004 \$750 – 1.5% cap of \$840/yr 2005 \$750 – 1.5% cap of \$900/yr (plus \$30 initiation fee)	\$60 (capped at max of \$60/mo) \$60 (capped at max of \$60/mo) \$62.50 (capped at max of \$65/mo) \$62.50 (capped at max of \$70/mo) \$62.50 (capped at max of \$75/mo) Does <u>NOT</u> include affiliation with ANA or District Nurses Association

❖ 2003 WSNA Convention/Summit Schedule

Make your plans now to attend the WSNA biennial convention/summit on May 1–3, 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?

2:45 pm to 3:15 pm

Wrap Up and Summit Adjournment:

"Future Directions: Where We Go from Here"

2003 WSNA CONVENTION/SUMMIT



Presented by:



May 1-3, 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 avail-
 able at the first to the year.
 Please contact Deb Weston for
 this information 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

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

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

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