

THE WASHINGTON NURSE

SPRING 2003
VOLUME 33 NO. 2

WSNA Convention/Summit Is A Huge Success! ... pages 6-10

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Celebration!
Education!
Information!



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THE WASHINGTON NURSE

Volume 33, No. 2
Summer 2003

WASHINGTON STATE NURSES ASSOCIATION
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THE WASHINGTON NURSE—(ISSN# 0734-5666) newsmagazine is published quarterly by the Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle, WA 98188, 206/575-7979. It is distributed as a benefit of membership to all WSNA members. A member rate of \$10 per year is included in WSNA membership dues. Institutional subscription rate is \$20 per year (Canada/Mexico: US \$26 per year; Foreign: US \$39 per year) or \$37.50 for two years. Single copy price is \$5.00 each prepaid.

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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CONTRIBUTOR GUIDELINES—Article ideas and unsolicited manuscripts are welcome from WSNA members (300 word maximum). Please submit a typed copy and diskette (Word Perfect 6.0/Windows 98), and include identified relevant photos, a biographical statement, your name, address and credentials. It is not the policy of WSNA to pay for articles or artwork.

ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

August

- 7 Cabinet on Economic and General Welfare
- 8 New Board and Cabinet Orientation
- 8 Nursing Career Night with **Seattle Storm**
- 9 WSNA Board of Directors

September

- 1 Office Closed – Labor Day
- 13 CEARP Committee
- 17 Coalition of Advanced Practice Nursing Organizations
- 27-28 Cabinet on Economic and General Welfare – Lake Chelan
- 28-30 13th Annual WSNA Leadership Conference – Lake Chelan

October

- 14 Washington Nursing Leadership Council
- 16-17 CNEWS – Seattle
- 18 WSNA Finance Committee (tentative)
- 18 WSNA Executive Committee (tentative)
- 25 WSNA Constituent Representative Committee

November

- 13-14 WSNA Board of Directors (tentative)
- 27-28 Office Closed – Thanksgiving Holiday

December

- 22-26 Office Closed – Christmas Holiday

Important Dates

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

WSNA BOARD OF DIRECTORS & HEADQUARTERS STAFF

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Deb Weston

INFORMATION RESOURCES AVAILABLE WSNA WEBSITE

<http://wsna.org>

Hello to all of you, and *thank you for asking me to be President of WSNA*. I want you to know a bit about me. Two things define my life:

Number 1 – I am a woman; and,

Number 2 – I am a nurse.

I'm retired so now I have time to devote almost full-time to nursing, the profession. The need for this is always there and many of us have little time for this most important job and unfortunately, some never feel the need.

A recent speaker I heard talked about the changes we are experiencing moving from the industrial age to the technology age. This is a considerable change for me, but all registered nurses know how to change or we are not true nurses – as nurses we have to change every day as our patients and what we do to care for them must change every day – and as we adapt to new patients, new needs and new advances in technology, we grow and learn and incorporate those changes in our practice. We've been doing this as long as the profession of nursing has existed and we'll continue to change to achieve the one thing that is always been our constant focus – our commitment and caring for the health and well-being of our patients.

As you can see, as your President, I'll need your help, and I consider it a great experience. We face many challenges, and the primary one

to me is building our representative base (members). One of the outcomes of this should be the power to shape the future for ourselves, as nurses, in the greater health care arena.

We, as members of WSNA, are active in many places and I hope to keep you all aware and informed of these activities and include what you want to see from this in what we say and do representing you.

I believe we have several areas that need updating and more futuristic thinking in order to be ahead of the curve. This will take a huge effort on both our parts and I'm sure some feelings of loss for the old ways.

Let's look to the future and experience the past to make it what we want for nursing in our lifetime!

Joanna Boatman, RN
WSNA President





SAVE the Date

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

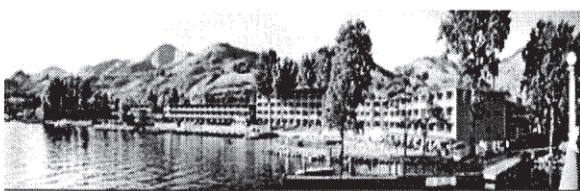
Leadership Conference

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 Ambler Park West #101
Seattle, WA 98188

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

WSNA Election Results

Joanna Boatman Elected WSNA President

Bylaws Amendments and Dues Structure Change Pass by Wide Margins

Eleven state nursing leaders were elected to two-year terms on the Washington State Nurses Association (WSNA) Board of Directors during an election conducted by a mailed ballot of the membership in May. The ballots were counted and certified by the King County Division of Elections on June 7th, 2003. Two other measures on the ballot were approved by large margins: the proposed changes to the WSNA Bylaws (**85% yes vote**) and the Dues Structure change (**64% yes vote**). The amended WSNA Bylaws take effect immediately and the Dues Structure change will be implemented October 1st, 2003 (see related article).

This year's voting resulted in many close elections, including one tie vote that had to be determined by lot. Many other elections were determined by as few as one or two votes, giving renewed credibility to the saying that "every vote counts!" Congratulations to all of the candidates who ran and to those elected. Complete election results, including vote counts for all positions are available at WSNA. The newly elected WSNA Board will be making additional appointments to WSNA Councils and standing committees when they meet on August 9th.

Joanna Boatman, RN, from Kalama, WA was elected as President of WSNA for a second time. Joanna, a member of the WSNA Hall of Fame, is a retired OR staff nurse who brings with her more than 40 years of nursing and WSNA experience. Previously, she has served as President of WSNA, Secretary and at-large member of WSNA Board of Directors as well as on many committees. She has also served as President of KCNA and in many district offices and as a Local Unit Chairperson. Joanna was appointed by the Governor to two-terms on the Washington State Nursing Care Quality Assurance Commission and is the immediate past-Chair of the Commission. Joanna received her Diploma in nursing from Emanuel Hospital School of Nursing in Portland, OR.



Joanna Boatman, RN
WSNA President



Mary Walker, PhD, RN, FAAN
WSNA Vice President

Election Results – 2003-2005 ❖

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

Vice-President:

Mary K. Walker, #2, Seattle

Secretary/Treasurer:

Jeanne Pfeifer, #2, Kirkland

Chair of Cabinet of Economic and General Welfare:

Kim Armstrong, # 3, Olalla

Chair of Legislative and Health Policy Council:

Lisa Ross, #4, Spokane

Chair of Professional Nursing & Health Care Council:

Joan Caley, #11, Vancouver

Director(s) At-Large:

Sue Grant (Glass), #4, Spokane
Sally Herman, #16, Mt. Vernon
Stasia Warren, #4, Spokane

Staff Nurse Director(s) At-Large:

Alecia Cosgrove, #3, Pt Orchard
Verlee Sutherland, #4, Spokane

Also elected were WSNA Councils, Cabinet and standing committees and delegates and alternates to the 2002-2003 UAN National Labor Assembly and ANA House of Delegates. Those elected were as follows:

WSNA Nominations/Search Committee (four additional positions to be appointed)

Judy Albers #2, Seattle
Peggy Sala, #4, Spokane

Legislative and Health Policy Council (three additional positions to be appointed)

Chair (Also serves as a member of the WSNA Board)

Lisa M. Ross, #4, Spokane

At-Large

Susan E. Jacobson, #6, Yakima
Ed Dolle, District #17, Pt Orchard
Susan Wilburn, #2, Seattle

Professional Nursing and Health Care Council (four additional positions to be appointed)

Chair (Also serves as a member of the WSNA Board)

Joan M. Caley, #11, Vancouver

Administration

Janet O. Toone, #4, Spokane

At-Large

Sharon L. Bradley, #4, Spokane

Education

Claudia Kroll, #4, Spokane

Ethics and Human Rights

Muriel G. Softli, #2, Seattle

Practice

Debbie Lee Sullivan, #16, Burlington

Research

Sharon Hooey, #16, Mt. Vernon

Cabinet on Economic and General Welfare

Chair (Also serves as a member of the WSNA Board)

Kim Armstrong, #3, Olalla

Members

Jeanne Avey, #10, Longview
Marty Avey, #4, Spokane
Debra (Debi) Brogan, #8, Montesano
Tim R. Davis, #16, Mt. Vernon
Judi M. Lyons, #18, Ellensburg
Vicki Wornath, #11, Vancouver

Cabinet on Economic and General Welfare Nominating/Search Committee

Sally A. Baque, District #3, Olalla
Patricia Lombard, District #1, Bellingham, Chair
Sonya U. Miller, District #3, Puyallup

Editor's Note: WSNA will be notified shortly regarding the exact number of delegates that WSNA

will have for the 2004-2005 UAN National Labor Assembly and 2004-2005 ANA House of Delegates. It is possible that the number of delegates will be slightly more or less than the number listed below as elected. Additional delegates will be appointed as delegates from the alternate listings in order by the highest number of votes received. Tie votes will be determined by lot.

UAN Delegates to 2002 & 2003 UAN National Labor Assembly (estimated at 7 delegates)

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

Marty Avey
Judi M. Lyons
Vicki Wornath
Judy C. Miller
Tim R. Davis
Susan E. Jacobson
Debbie Lee Sullivan

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

Kim Armstrong
Jeremy RT King
Jeanne Avey



Election Results – 2003-2005

Sonya U. Miller
Judith Turner
Sonja Kvamme
Vicki Everette
Joelle Coffman
Alecia N. Cosgrove
Cynthia D. Collette
Anita Stull
Sally A. Baque
Maggie Flanagan
Debra “Debi” Willis Brogan

Write-ins also Elected as Alternates:

Peggy Slider
Cate Dittkoff
Kay Skaftun
Kathy Harris
Sarah Turner
Danielle Feist
Martha Goodall

Note: To serve as a UAN Delegate to the National Labor Assembly, you must be a member of WSNA, currently employed and covered by a WSNA contract at the time of the NLA meeting.

Delegates to 2004 ANA Convention and 2005 ANA House of Delegates (estimated at 22 delegates) Listed in order according to number of votes received:

Elected as At-large Delegates:

(estimated at 3 delegates)

Office of President
Carol Oeljen
Lisa M. Ross

Elected as Alternate At-large Delegates:

Louise Kaplan
Joanna Boatman
Verlee “Vee” Sutherlin
David Keepnews

Janet C. Parks
Sally Herman
Joan M. Caley
Donna Poole
Joan Garner
Mary K. Walker
Louise Shores
Darlene Delgado
Sharon Hooey
C. J. Welter
Eunice R. Cole
Muriel Softli
Christine M. Henshaw
Katherine J. Bradley

Write-ins also Elected as Alternate At-large Delegates:

Barbara Frye
Jennie Malmouist
Brenda Shaw
Kay Skaftun
Cate Dittkoff
Judith Huntington
William Berko
Ellen Rosbach

Elected as Staff Nurse Delegates

(estimated at 19 delegates)

Judi M. Lyons
Vicki Wornath
Susan E. Jacobson
Kim Armstrong
Marty Avey
Jan Bussert
Betty Blondin
Jeanne Avey
Aaron D. Lebovitz
Peggy Sala
Ida Wade
Jean Pfeifer
Ed Dolle
Mike Krashin
Judy C. Miller
Debi Brogan
Debbie Lee Sullivan
Sonya U. Miller
Vicki Everette

Elected as Alternate Staff Nurse Delegates:

Judith Turner
Alecia Cosgrove
Maggie Flanagan
Cynthia Collette
Jeremy RT King
Gerry Cullins
Patricia DiEgidioTobis
Sally Baque
Joelle Coffman
Nancy McAfee
Marianne Brandt
Anita Stull
Sonja Kvamme
Pamela Newsom

Write-ins also Elected as Staff Nurse Alternates Delegates:

Martha Goodall
Kay Skaftun
Cate Dittkoff
Jennie Malmouist
Debbie Niemen
Danielle Feist
Theresa Chambers
Jon Olsen
Diana Hartwell
Michelle Larson
Edwina Dorsey
Jeffrey D. Toffic
Barb Heimbigner
Bette Perman
Karen Kettner
Roberta Gerard

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

2003 WSNA Convention

National Speakers and Lots of Fun!

The 2003 WSNA Convention/ Summit was held on May 1–3, 2003, at the DoubleTree Suites, SouthCenter, Seattle. Attendees and guests were treated to an array of continuing education opportunities, national speakers, exciting exhibits and poster sessions, a gala awards reception and the WSNF's silent auction in addition to the business meeting of the WSNA General Assembly and other breakout sessions.

Events began on Thursday afternoon, May 1st, with the **Local Unit Council meeting** where more than 30 Local Unit leaders from all across the state met to and discuss common workplace issues and share information and ideas for running their local units. The Council meeting was followed by an “*early bird*” wine and cheese reception for all convention attendees arriving early and staying at the hotel – more than 60 people attended the pre-convention event. Door prizes, renewed friendships and networking were the highlights of this casual evening.

Friday, May 2nd began early with convention registration, breakfast with the exhibitors and the first session of the **General Assembly business meeting**. The General Assembly included remarks from the outgoing WSNA President, Louise Kaplan, and extensive discussion and debate on amendments to the WSNA Bylaws, the proposed changes to the WSNA Dues Structure and resolutions on Safe Staffing Standards, and Utilization of Foreign Nurses. Members of the General Assembly supported the resolutions and changes to WSNA Bylaws and voted unanimously to recommend the proposed dues structure changes to the membership. Throughout the day and into the evening, members and guests browsed the many exhibits and



Local Unit Council Meeting, May 1st, 2003

poster sessions and placed their bids on more than 80 exciting items donated for the **Washington State Nurses Foundation's Silent Auction**. Thanks to the generosity of the Foundation's donors and friends, *more than \$8,100 was raised* to support the Foundation's nursing scholarships and mini-grants programs.

In the afternoon, WSNA members and guests enthusiastically welcomed **Keynote Speaker, Suzanne Gordon**, author of From Silence to Voice: What Nurses Need to Know and Communicate to the Public, who

grabbed the audiences' attention by providing a journalist's national perspective on the critical issues facing nurses today and about the image of nursing in the media and it's effect on nursing practice and the growing shortage. Copies of her book were available before and after her presentation and sold out quickly during the book-signing session with the author.

Following the keynote address, participants and guests joined in a reception to celebrate and honor the **2003 recipients of the WSNA Awards**. This biennial awards program showcased a number of



Attendees listen intently to speaker at WSNA Convention CE sessions



WSNA 2003 Convention/Summit

the Association's leaders and in a variety of award categories (see listing in box). New this year were awards for WSNA's community and consumer partners – given to hospitals and individuals who joined WSNA in helping promote the image of nurses and the profession. These awards featured the hospital partners and individuals who starred in the 2002 *"Nursing: A Career for Life"* television ad campaign with WSNA and KOMO-TV. Hospitals honored were: Multicare Medical Center/Tacoma General Hospital, Childrens Hospital and Regional Medical Center, Overlake Hospital Medical Center, Evergreen Hospital Medical Center, Kadlac Medical Center (Richland) and



Awards Reception ~ "Nursing-A Career for Life"

Peace Health/St. John Medical Center (Longview). Consumer Recognition was given to: Beverly Smith, Larry Levinson, Jeff Otte, Louise Alving and Cameron Hunter. Additionally, The WSNA CEARP Committee presented a

special award to Barbara Holtz Sullivan, retiring WSNA staff member, in recognition of her dedication and commitment to nursing education and years of service with the CEARP Committee from 1996 through 2003.

Saturday morning began with two sets of four concurrent CE sessions. All were well-attended and received outstanding evaluations from the sessions' participants. WSNA member, David Keepnews, JD, PhD, RN,

CONGRATULATIONS

WSNA Awards Recipients

ANA Honorary Membership Award

Louise Kaplan, PhD, ARNP

In recognition of her demonstrated outstanding leadership that contributed to the purposes of WSNA and ANA

WSNA Honorary Recognition Award

Janice Bussert, BSN, RN

In recognition of her distinguished service and leadership to WSNA & ANA and her role as a tireless advocate for nurses and the profession

WSNA Joanna Boatman Staff

Nurse Leadership Award

Kim Armstrong, RN

In recognition of her leadership and significant contributions to the economic and general welfare of nursing

Marguerite Cobb Public Health/Community Health Nurse Award

Sally Herman, RN

In recognition of her lifelong contributions and leadership in community health nursing and WSNA

2003 WSNA Honorary Recognition Award

KOMO TV

In recognition of KOMO TV's significant contribution in promoting a positive and better understanding of nursing in our community

2003 WSNA Community Partner Recognition
Overlake Hospital * Tacoma General Hospital *
Children's Hospital and Regional Medical Center *
Evergreen Hospital Medical Center * Kadlec
Medical Center * St. John Medical Center

In recognition of its partnership in promoting the nursing profession through the 2002 WSNA Media Campaign "Nursing – a Career for Life"

2003 Consumer Partner Recognition

Beverly Smith * Larry Levinson * Jeff Otte * Louise Alving * Cameron Hunter

In recognition of their partnership in promoting the nursing profession through the 2002 WSNA Media Campaign "Nursing – a Career for Life"

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



assistant professor of nursing and adjunct assistant professor of law at the University of Washington, spoke about ***“Pros and Cons of Staffing Ratios.”*** The session highlighted various national and state approaches to staffing ranging from development of legislated, fixed staffing ratios to approaches utilizing acuity principles and nursing quality indicators to establish hospital and unit-specific safe staffing standards.

A session on the new HIPAA regulations entitled, ***“What You Need to Know About New HIPAA Regulations and Why Your Practice Must Change,”*** was presented by Bennett Prows. Bennett is an attorney and equal opportunity specialist in the Office for Civil Rights in the Department of Health and Human Services. Participants commented that the session helped clarify and ease their concerns about their role in implementing the new Federal regulations.

Sally Sample, MSN, RN, former WSNA member (now living in Vermont) and the first nurse appointed to a position on the Joint Commission on Accreditation of Healthcare Organizations (JACHO), presented a class on ***“How to Make New JCAHO Standards Work for You and Your Patients.”*** Her focus was on the new pain standards, staffing standards and the role of the nurse in sentinel events.



WA State Legislator Dawn Morrell, CCRN, BSN speaks on staffing issues at General Assembly

Andrew Stevermer, ARNP presented a session on Bioterrorism entitled, ***“Preparing for the Inevitable: Bioterrorism and You—Are You Ready?”*** Andy is a nurse practitioner who works for the Department of Homeland Security and is the Emergency Coordinator for Washington. Andy talked about personal, professional and community readiness in response to bioterrorism.

The last class offered was by the Plenary Session speaker, Barbara Safriet, JD. Barbara is an attorney who teaches, writes and lectures extensively on health law and is Associate Dean of the Yale University Law School. She is well known to advance practice nurses for her 1992 article in the ***Yale Journal on Regulation***, ***Health Care Dollars and Regulatory Sense: The role of Advanced Practice Nursing.*** Barbara talked about likely structural changes in the health care delivery system over the next ten years. She also discussed the effects of structural and financial changes on nursing education, practice and licensure. Her comments complemented and built on the remarks by Suzanne Gordon from the previous day and her presentation was highly praised by attendees. Participant comments included: *“Excellent! Really appreciated her talk.”* *“So glad she referred to the dilemma of nurses being invisible and the ramifications of making consumers aware of the true value of nursing care.”*

Even though it was a beautiful day outside, convention attendees stayed through the Saturday afternoon to work together in small groups and dialogue sessions to review WSNA Issues and Priorities and to answer the following questions:

1. What are the three most important issues facing nursing that 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?

The session gave the participants a chance to share ideas, issues, and solutions with each other and provided an opportunity for more discussion about nursing – present and future. There was no lag in the conversation and the time passed very quickly. Facilitators kept the groups on task and input from the session, along with actions from the General Assembly, will be used by the WSNA Board of Directors, the Professional Nursing and Health Care Council, the Health Care Policy Council, and the Cabinet on Economic and General Welfare during the next two years.

Throughout the Convention, the CE programs, exhibits and work sessions, attendees were treated with many door prize drawings and give-aways – all generously donated by our 2003 convention sponsors and exhibitors (see adjacent box for listing). WSNA would like to thank all of our speakers, sponsors, exhibitors and members who attended the convention/summit for helping make 2003 one of the best yet!

Watch for the dates for the 2005 Convention/Summit in future issues of the Washington Nurse and plan now to attend!



Thank You WSNA Summit Sponsors!

Washington State Nurses Association would like to thank the following Businesses and Districts for their generous contributions and support toward our 2003 Nursing Summit.

**WSNA CABINET ON ECONOMIC AND
GENERAL WELFARE**

Sponsor of Friday Box Lunch

**CHILDREN'S HOSPITAL &
REGIONAL MEDICAL CENTER**

Sponsor of Friday's Break and
Saturday Continental Breakfast

NURSES SERVICE ORGANIZATION

Sponsor of Keynote Speaker: Suzanne Gordon

PIERCE COUNTY NURSES ASSOCIATION

Sponsor of Friday Afternoon Break

TARUTIS & BARRON, P. S.

Door prizes/gift bags galore; wine for Thursday
Reception

PEACEHEALTH, ST. JOHNS LOCAL UNIT

Co-sponsor of Saturday Breaks

**SOUTHWEST WASHINGTON MEDICAL
CENTER LOCAL UNIT**

Co-sponsor of Saturday Breaks

SERVICE PRINTING

Cash towards expenses

ISLAND HOSPITAL

Advertising

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

Thank You WSNA Summit Exhibitors!

Washington State Nurses Association would like thank the following exhibitors to our 2003 Washington State Nursing Summit.

Argosy University
Auburn Regional Medical Center
Clarke & Stone Book Company
Cookie Lee Jewelry
Gonzaga University Dept of Nursing
Kadlec Medical Center
King County Nurses Association
Lantiseptic Division, Summit Ind., Inc.
Mary Mahoney Professional Nurses Organization
Multicare Health System
Northwest Hospital & MedicalCenter
Northwest Lions Eye Bank

Northwest Tissue Center
Providence Health System of Alaska
Swedish Hospital-Pregnancy
Foresight Project
School Nurse Organization of Washington
Seattle University School of Nursing
University of Washington School of Nursing
Washington Association of Nurse Anesthetists
Washington State Association of Occupational
Health Nurses
Washington State Nurses Foundation
XS Energy

2003–2004 Dues Rate Schedule

Effective October 1, 2003

WSNA dues are adjusted annually on October 1st each year based on a formula approved by the membership in 1991 and revised by the membership by mailed ballot in May, 2003. The formula is now based on the statewide average 5th step of the wage rates for RNs in WSNA represented bargaining units. This calculation is made on existing contracts in effect on July 1 each year. The average 5th step monthly salary is multiplied by a dues adjustment factor of 1.0% and again by 12 to determine the figure for the annual WSNA portion of the dues (total dues include WSNA, ANA and District dues). The new amount of the annual dues for 2003–2004 is \$462.75 for members who work full-time in our highest dues-paying category. Members who work less than 80 hours per month, are retired or not represented for collective bargaining may qualify for one of the reduced dues categories. Below is the updated WSNA dues rate schedule, effective October 1, 2003. If you are currently a member and have had a change in your employment situation, please contact the WSNA Membership Department at 800-231-8484 or 206-575-7979 ext. 3025. **Please note: It is the member's responsibility to notify WSNA in writing of any changes in address, employer, FTE status, layoff or leave of absence. Write to: Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle, WA, 98188.**

MEMBERS COVERED BY A BARGAINING UNIT

DISTRICTS	CATEGORY I			CATEGORY II			CATEGORY IV		
	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly
1, 6, 8, 17, 18	592.80	198.93	49.40	444.72	149.57	37.07	296.40	100.13	24.70
2	646.08	216.69	53.84	484.56	162.85	40.38	323.04	109.01	26.92
3	601.20	201.73	50.10	450.96	151.65	37.58	300.72	101.57	25.06
4	608.64	204.21	50.72	456.48	153.49	38.04	304.32	102.77	25.36
5, 15	587.76	197.25	48.98	440.88	148.29	36.74	294.00	99.33	24.50
7	593.28	199.09	49.44	444.96	149.65	37.08	296.64	100.21	24.72
9, 12	600.24	201.41	50.02	450.24	151.41	37.52	300.24	101.41	25.02
10, 13	590.16	198.05	49.18	442.80	148.93	36.90	295.20	99.73	24.60
11	602.64	202.21	50.22	451.92	151.97	37.66	301.44	101.81	25.12
14, 98	582.72	195.57	48.56	437.04	147.01	36.42	291.36	98.45	24.28
16	597.84	200.61	49.82	448.32	150.77	37.36	299.01	101.01	24.92

MEMBERS NOT COVERED BY A BARGAINING UNIT

DISTRICTS	CATEGORY III			CATEGORY IV			CATEGORY V		
	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly
1, 6, 8, 17, 18	439.92	147.97	36.66	296.40	100.13	24.70	148.32	50.77	12.36
2	493.44	165.81	41.12	323.04	109.01	26.92	161.52	55.17	13.46
3	448.56	150.85	37.38	300.72	101.57	25.06	150.24	51.41	12.52
4	456.00	153.33	38.00	304.32	102.77	25.36	152.16	52.05	12.68
5, 15, 28	435.12	146.37	36.26	294.00	99.33	24.50	147.12	50.37	12.26
7	440.64	148.21	36.72	296.64	100.21	24.72	148.32	50.77	12.36
9, 12	447.60	150.53	37.30	300.24	101.41	25.02	150.00	51.33	12.50
10, 13	437.52	147.17	36.46	295.20	99.73	24.60	147.60	50.53	12.30
11	450.00	151.33	37.50	301.44	101.81	25.12	150.72	51.57	12.56
14, 98	430.08	144.69	35.84	291.36	98.45	24.28	145.68	49.89	12.14
16	444.96	149.65	37.08	299.04	101.01	24.92	149.52	51.17	12.46

* Installment payments include a handling fee of \$3.99 per year

** ONLY Payroll Deduction or EFT payers may use the monthly payments schedule.

CATEGORY DESCRIPTIONS:

I Employed an average of more than 80 hours a month and working in a bargaining unit facility.

II Employed an average of more than 40 hours and LESS than 80 hours a month and working in a bargaining unit facility.

III Employed an average of 80 hours a month and NOT covered by WSNA collective bargaining.

IV Employed an average of less than 40 hours a month and working in a bargaining unit facility OR Generic Graduates within 6 months of graduation (for the 1st year of membership ONLY)

OR Employed less than 80 hours per month and NOT covered by WSNA collective bargaining OR Unemployed.

V 62 years of age and not employed or totally disabled

WSNA DISTRICTS

01=Whatcom

02=King

03=Pierce

04=Spokane/Adams/Lincoln/Pend Oreille

05=Walla Walla/Columbia

06=Yakima City/N. Yakima

07=Chelan/Douglas/Grant

08=Grays Harbor

09=Snohomish

10=Wakiakum/Cowlitz

11=Clark/Skamania

12=Ciallam/Jefferson

13=Thurston

14=Whitman

15=Benton/Franklin

16=Skagit/Island/San Juan

17=Kitsap

18=Kittitas

98=All Others

4th Annual UAN National Labor Assembly Meet in Washington DC

by Barbara Frye

In late June 2003, WSNA sent seven elected UAN delegates to Washington DC for the 4th National Labor Assembly (NLA) meeting of the UAN – the Union Arm of the American Nurses Association. WSNA delegates were led by Economic and General Welfare Cabinet Chair, Kim Armstrong (Olalla). She was joined by E&GW Cabinet members Marty Avey (Spokane), Jeanne Avey (Longview), Judi Lyons (Ellensburg), and Local Unit officers Sally Baque (Olalla), Vicki Everette (Kelso) and Vicki Wornath (Vancouver). Barbara Frye (WSNA E&GW Program Director) and Judy Huntington (WSNA Executive Director) attended as staff representatives to the delegation. Over half of the delegates had served as delegates at preceding meetings of the UAN, so WSNA was well represented by experienced leaders, but also able to mentor newly elected nurses to this most important role.

The WSNA delegates were busy from the minute their planes landed in DC – they came well-prepared having attended the WSNA orientation for ANA and UAN delegates earlier in the month and they continued to work hard in pre-NLA caucuses where they deliberated the pending resolutions, prepared amendments and discussed the details of other business to come before the NLA. WSNA delegates were prominent in the NLA and could often be seen at the microphone, asking the hard questions, clarifying points and making motions ... their work and commitment paid off and helped the NLA make decisions that continues its strong commitment to ANA while advancing the workplace interests and concerns of staff nurses everywhere.



WSNA Delegates attending NLA meeting of UAN



WSNA President
Joanna Boatman

ANA House of Delegates

by Barbara Frye

The ANA House of Delegates followed the UAN meetings and WSNA's 22 elected delegates to the 2003 ANA House of Delegates traveled to Washington DC for three days packed with deliberation, debate, and decisions. Delegates set policy on a range of issues important to the profession, including protecting the rights of nurses, supporting the critical role of public health nurses and the public health system and promoting ANA's role in shaping the current debate on health care system. Delegates also approved extensive bylaws amendments that significantly changes the structure of the association, creating several new membership options for individuals and organizations and establishing greater autonomy for its two AOMs (Associate Organizational Members) – the United American Nurses,

the labor arm of ANA, and the Workplace Advocacy Program.

Joining WSNA President, Joanna Boatman (Kalama) the WSNA delegation included, Kim Armstrong (Olalla), Jeanne Avey (Longview), Marty Avey (Spokane), Sally Baque (Olalla), Darlene Delgado (Bothell), Jean Erickson (Vancouver), Barbara Frye (Seattle), Joan Garner (Maple Valley), Sally Herman (Mt Vernon), David Keepnews (Seattle), Teddi Kendall (Fox Island), Mike Krashin (Lakewood), Judy Lyons (Ellensburg), Sonya Miller (Puyallup), Jean Pfeifer (Kirkland), Muriel Softli (Seattle), Judy Turner (Fox Island), Mary Walker (Bellevue), Stacia Warren (Spokane), C. J. Welter (Belfair), and WSNA Executive Director Judy Huntington. Delegates worked hard studying materials, attending

reference committee hearings, participating at the WSNA caucus meetings, debating the issues and preparing amendments to make certain the issues were clear and that they were ready for the vote. Several Washington delegates spoke very eloquently in the hearings and in the House of Delegates.

Highlights from a few of the Resolutions:

Public Health Nursing

Delegates overwhelmingly supported actions protecting the public health nurse role and the system's infrastructure. The number of RNs identified as "public health nurse" in the National Sample Survey of



Delegate Darlene Delgado taking a moment during a break in the action!



ANA House of Delegates prepare for action!

Registered Nurses has decreased from 39 percent in 1980 to just 17.6 percent in 2000. Meanwhile, demands on these nurses and the entire public health structure have continued to increase, particularly in relation to preparedness requirements for anthrax, smallpox and other biological threats.

Therefore, delegates directed ANA, in part, to advocate for the acknowledgment of the critical nature of the public health nurse's role in promoting and protecting the health of individuals, families and communities. Further, ANA is to advocate for information systems technology and training to strengthen the public health infrastructure, as well as federal

funding to health departments to attract, retain and enhance the role and compensation of public health nurses. Also, ANA will work to further develop and implement quality indicators that capture public health nursing functions.

Prevention of Emerging Infectious Diseases

Delegates also passed a resolution for ANA to support the dissemination of the Centers for Disease Control and Prevention's Plan to Prevent Emerging Infectious Diseases. Further, ANA will advocate for timely, ongoing education of RNs regarding appropriate mechanisms to protect themselves and their patients from infectious diseases.

Universal Health Care

Concerned with even greater gaps in the health care system, delegates passed a motion calling, in part, for ANA to commit itself to be an active force in shaping current debate on health care



Delegates prepping with "energy food"

Washington State Pride Helps ANA-PAC Achieve Record-Breaking HOD Contributions!

The enthusiastic participation of the entire WSNA Delegation in the ANA-PAC State Challenge helped double ANA Political Action Committee (ANA-PAC) contributions at the House of Delegates to a *record-breaking* total of **\$73,180. The Washington Delegation raised \$2,235 in ANA-PAC contributions!**

The House of Delegates State Challenge – designed to encourage each state and territory delegate to contribute at least \$60 to ANA-PAC's mission of supporting the work and election of nurse-friendly Members of Congress – called on delegations to achieve 100% participation from its members.

Following the lead of the ANA Board of Directors and ANA-PAC Board of Trustees who far exceeded the \$60 contribution to \$250 to join ANA-PAC's Majority Council, 53 states and territories accomplished their challenge goal of 100% *and Washington State achieved almost 200% participation!* With 585 delegates, 565 made contributions to strengthen the nursing community's Washington voice moving ANA-PAC's estimated \$40 contribution per nurse to an average House of Delegates meeting contribution of \$129.52.

To complement these fundraising activities, ANA-PAC unleashed a high donor solicitation program. The newly established ANA-PAC Development Committee organizes members committed to raising \$2,500 annually by talking to colleagues.

In addition, a new ANA Government Affairs website was made available at the meeting to allow individuals to make secure ANA-PAC contributions in three easy steps:

- 1) visiting <http://www.nursingworld.org/gova/politicalpower> and click on the "Federal Advocacy" link
- 2) logg on to this page by clicking on the "ANA members log in here" button and follow directions
- 3) contribute (once logged in) as an ANA Member at the "PAC Action Center" tab.

For more information contact ANA's Heidi Ecker via email at Hecker@ana.org or phone: 800/274-4262 ext 7086.

system reform to ensure access to care for all. Delegates also requested that ANA investigate and evaluate current proposals for universal health care and the validity of claims regarding cost containment and the effect on nursing practice and its workforce.

In action on other workplace rights issues, delegates passed a resolution seeking the protection of nurses who become ill or injured as the result of terrorist attacks; approved a resolution requiring ANA to work with other nursing organizations to develop policies that will ensure equitable practice guidelines for HIV-positive nurses, without undue limitations on their practice; and approved a resolution that addresses nursing issues related to therapeutic and reproductive applications in genetics science.

Delegates also approved changes to the ANA reference hearing process policies and procedures and approved changes to the HOD dues policy that implements agreements made between ANA and its two AOMs.

After lengthy discussion and debate, delegates also passed a compromise resolution that somewhat broadens existing ANA policy by requiring the ANA to post an anti-discriminatory notice when accepting advertising or exhibits from any organization or employer with policies that conflict with ANA's policy opposing discrimination. The HOD asked ANA to send letters each session to all members of Congress, the President and Joint Chiefs of Staff urging the military to abandon discrimination against lesbians and gays. The resolution puts ANA on record of being proud of all men and women risking their lives to

serve in the military. Some delegates viewed this compromise resolution as continuing ANA's opposition to the military's discriminatory "don't ask, don't tell" policy, while maintaining its support for nurses in the military.

In other activities, WSNA delegates enjoyed an evening of entertainment by the Capitol Steps and a 1950's vintage sock-hop and helped the ANA-PAC raise a

record-breaking \$73,180 in PAC donations (see related article).

All of the delegates reported how exciting it was to be a part of the dialogue and decision making that takes place at the ANA House of Delegates. For more information on ANA House action go to ANA's website www.nursingworld.org and read the July/August issue of The American Nurse.



Swaying to the music with ANA-PAC

ANNUITY OWNERS READ THIS!

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Marilyn K. Clark
CSA

Report: Washington State Legislature



Budget Highlights

Higher Education Components

NEW FTE ENROLLMENTS HIGH DEMAND/ COST PROGRAMS — \$20.9 MILLION GENERAL FUND-STATE INCREASE

The Legislature provides funds to increase the capacity of colleges and universities to deliver training and degree programs in high demand fields. High demand fields include: nursing and other health services, worker retraining programs, applied science and engineering, computing and information technology, viticulture and enology, teaching and speech pathology, and other fields.

High demand resources are appropriated to the State Board for Community and Technical Colleges (\$12.6 million) and the Higher Education Coordinating Board (HECB) (\$8.3 million) for allocation to colleges and universities through a competitive process. In addition, funding is provided for state match to attract and retain federal research grants in high demand and technologically advanced fields at the University of Washington.

HECB HIGH DEMAND ENROLLMENTS

The Board will manage a competitive process to award 500 full-time equivalent (FTE) student enrollments in high-demand fields. Any four-year

public baccalaureate institution may apply. Public four-year institutions may submit proposals that include cooperative agreements with private institutions. State funds are budgeted at an average rate of \$11,000 per FTE for instruction. An advisory committee (see budget proviso) will support the review and selection process. The Board shall make it a priority to fund proposals that prepare students for careers in (i) nursing and other health services; (ii) applied science, computing and information technology, engineering and teaching, viticulture (grape growing) and enology.

JUNIOR-LEVEL TRANSFER STUDENT ENROLLMENT— GENERAL FUND STATE INCREASE \$6.3 MILLION

The Legislature makes a special appropriation to the Governor intending to relieve access pressure and expand opportunities for universities to accept qualified residents into degree programs with credits that qualify them for junior-class standing. The Office of Financial Management will distribute these instructional resources for the 2003-04 academic years to support an additional 400 full-time equivalent transfer students.



Faculty Salary

RECRUITMENT & RETENTION — \$10.0 MILLION GENERAL FUND-STATE INCREASE

New money in the budget provides flexible resources enabling state four-year institutions to recruit and retain faculty and professional staff. Institutions may supplement this salary pool with tuition funds at their own discretion.

INITIATIVE 732 — \$473 MILLION GENERAL FUND-STATE SAVINGS, \$580,000 GENERAL FUND-FEDERAL SAVINGS (\$17 MILLION ADDITIONAL GENERAL FUND-STATE SAVINGS IN THE HIGHER EDUCATION BUDGET)

Initiative 732, approved by voters in November 2000, requires an annual cost-of-living increase (COLA) for school employees and certain community and technical college staff based on the Seattle Consumer Price Index (CPI) for the prior calendar year. These cost-of-living increases are estimated at 2.0 percent for the 2003-04 school years and 1.9 percent for the 2004-05 school years. SB 6059 (cost of living adjustments) removes the annual COLA for the 2003-05 biennium. This saves approximately \$190.4 million for state-funded K-12 staff.

Additionally, the legislation eliminates the language of I-732, which directed the state to provide funding for all staff of the school district, rather than just those included in state formula staff allocations. Not including state funding for cost-of-living increases for K-12 staff funded from federal and local levies for the 2001-03 biennium, as well as a new cost-of-living increase during the 2003-05 biennium saves an additional \$283 million

COMMUNITY COLLEGE FACULTY INCREMENTS — \$2.5 MILLION GENERAL FUND-STATE INCREASE

State funds and salary turnover savings authority are combined to help community and technical colleges meet, in part, the increased expense of salary next biennium, cost pressure attributable to increments earned and awarded to full-time faculty this biennium.

FULL-TIME FACULTY COMPENSATION

Partial funding is provided to support the

increased cost of full-time faculty compensation next biennium for colleges in light of increments already earned and awarded this biennium.

PART-TIME FACULTY PAY — \$2.5 MILLION GENERAL FUND-STATE INCREASE

Resources are provided to address salary equity for part-time instructors employed by the state's 34 community and technical colleges. Funding is provided to increase the statewide, average compensation of part-time faculty at state community and technical colleges. The Board will report by January of 2004 on the distribution of state funds, wage adjustments for part-time faculty, and progress to close the gap between full-time and part-time equivalent salaries for each district. Such information is to be provided to the fiscal and higher education committees of the Legislature.

Financial Aid & Grants

HEALTH PROFESSIONAL SCHOLARSHIP & LOAN REPAYMENT PROGRAM - \$2.2 MILLION

Funding is allocated to the Health Professional Conditional Scholarship & Loan Repayment Program from the General Fund. This amount shall be deposited to the health professional loan repayment and scholarship trust fund to carry out the purposes of the program.

JOB SKILLS PROGRAM — \$2.9 MILLION ADMINISTRATIVE CONTINGENCY ACCOUNT INCREASE; \$1.1 MILLION GENERAL FUND-STATE SAVINGS

The Legislature expands a grant program by \$1.8 million for job training that is matched dollar for dollar by employers. Administered by the two-year college board, a firm, industry association or hospital district (for example) could elect to partner with a public college, university, vocational arts center, or proprietary career school to address specific workplace shortcomings and ask the state to enlist its money to help retrain employees whose responsibilities are increasing or duties changing. Grants also go to assist firms planning to expand manufacturing or service operations and intend to hire new employees (some of whom might be recently "dislocated").

2003 WA State Legislative Session

STATE NEED GRANT — \$26.1 MILLION GENERAL FUND-STATE INCREASE

The Legislature provides support for newly funded enrollment and in order to hold qualifying State Need Grant recipients harmless from higher undergraduate tuition charges expected next biennium.

WASHINGTON SCHOLARS AND VOCATIONAL EXCELLENCE AWARDS — \$1.8 MILLION GENERAL FUND-STATE INCREASE

The Legislature provides funds to restore state merit and vocational excellence scholarships to full-tuition grants. The Higher Education Coordinating Board expects to support more recipients next biennium as increasingly those recognized by the State for their high school achievements are choosing to stay in Washington State for college, more so than was the experience last biennium.

University & College Operating Costs \$131 MILLION GENERAL FUND-STATE SAVINGS; PARTIALLY OFFSET BY TUITION

An operating reduction is made that may be partially offset by increasing tuition rates (7 percent each academic year for undergraduate students.) Higher education institutions are given the management flexibility to determine how to best implement this reduction.

TUITION

Governing boards will decide the appropriate level of tuition for most students, except resident undergraduates. This authority is delegated for the next six academic years under Chapter 232, Laws of 2003 (Engrossed Substitute Senate Bill 5448), leaving the decision about undergraduate rates to the state budget. The Legislature proposes to limit increases to 7 percent a year over rates charged undergraduates at that institution during the prior academic year.

RESTRICT TUITION WAIVERS – \$5.6 MILLION GENERAL FUND-STATE REDUCTION OFFSET BY TUITION OR LOCAL FUNDS

Colleges and universities' authority to waive tuition revenue is lowered for the second academic year of the 2003-05 biennium. Governing boards at

public baccalaureate schools and the State Board for community and technical colleges decide for whom and how much operating fees are reduced and at local discretion, these "discounts" and "aid" for students will need to be backed to a greater degree with local funds rather than state funds a year from now.

FACILITY MAINTENANCE & OPERATIONS

Increased levels of support are provided to maintain existing buildings and preserve related infrastructure during the 2003-05 biennium. Additional funds are provided for newly authorized capital projects that expand facility maintenance and operation requirements by adding square footage expected to be occupied before June 30, 2005. The legislature does include support for projects whose construction was principally financed with local or private funds for which the State agreed to put up a match. These specific capital improvements occurred during the 2001-03 biennium at Olympic College in Shelton (library/classrooms); Seattle (the Ranier Kitchen and Dining Room); Spokane (Chemistry Lab & Greenhouse Addition); Tacoma (Commons, Computer Lab & Student Services); and Yakima Valley College in Grandview (Addition).

OPERATING COST REDUCTIONS

A state general fund reduction is made that may be partially offset by increasing tuition rates 7 percent each academic year.(General Fund-State, Institutions of Higher Education-Operating Fees Account-Non-Appropriated).

FACILITY PRESERVATION — \$52.7 MILLION GENERAL FUND-STATE SAVINGS REPLACED BY CAPITAL FUNDS WITH A \$11.4 MILLION GENERAL FUND-STATE INCREASE

Routine and preventive inspections, mechanical adjustments and minor work to replace or repair building systems, surfaces or materials has heretofore been apportioned by trustees of the state's colleges and universities out of the appropriations granted by lawmakers for general operations. Responding to findings and recommendations of the Joint legislative Audit & Review Committee, the Legislature sharpens the focus on building preservation needs for higher education. Facility operating funds are enhanced



providing general funds at a higher rate per square foot. Then, approximately 85 percent of building systems annual expenses are met with capital funds (cash, not bonds) instead of state general funds starting with the 2003-05 biennium. Given the advanced age of college facilities, the Legislature seeks greater assurance that investments will optimize the useful life of facilities that are presently in “superior” to “good” condition so that for lack of attention or resources, the State does not inadvertently compound today’s \$1.3 billion capital preservation backlog for higher education moving forward in time.

Public Health

PUBLIC HEALTH DISTRICT ASSISTANCE – \$48 MILLION HEALTH SERVICES ACCOUNT

\$24 million per year is continued for Public Health Districts that lost revenue due to the elimination of the MVET. Each of the 39 counties has a specific allocation.

Health Care

LIMIT NEW BHP ENROLLMENTS THROUGH DECEMBER 2003 — \$13.3 MILLION HEALTH SERVICES ACCOUNT SAVINGS

The legislative budget directs the agency to continue limiting admissions to the Basic Health Plan program through the end of calendar year 2003. All persons currently enrolled -- including childless adults -- will continue to be covered, but new enrollments will be limited to the following groups: women who have temporarily left the program due to a Medicaid-covered pregnancy; children not eligible for Medicaid due to their immigration status; enrollees who become current on their account after losing a month's coverage due to late payment; and new dependents of existing enrollees. Under this policy, subsidized enrollments are expected to decrease to approximately 103,000 by December 2003.

RESTRUCTURE THE BASIC HEALTH PLAN—\$145.5 MILLION HEALTH SERVICES ACCOUNT SAVINGS

The legislative budget provides sufficient funding for approximately 100,000 persons per month to receive state-subsidized health insurance coverage through the Basic Health Plan during January 2004 -

June 2005. The Basic Health Plan is to be restructured, in order to afford coverage for as many low- income persons as possible. The restructured plan is budgeted to include a re-designed benefit package, which will require greater enrollee deductibles, co-insurance, and co-premiums. Childless adults will continue to be eligible for coverage.

INCREASED ELIGIBILITY VERIFICATION — \$9.9 MILLION GENERAL FUND-STATE SAVINGS, \$13.8 MILLION HEALTH SERVICES ACCOUNT SAVINGS, \$23.9 MILLION GENERAL FUND-FEDERAL SAVINGS

The Department of Social and Health Services is to increase efforts to assure that recipients of publicly funded medical assistance meet the applicable income, residency, and other eligibility requirements. These changes are expected to result in approximately 4,800 (1.9 percent) fewer persons qualifying for publicly-funded medical assistance in Fiscal Year 2004, and in approximately 19,000 (3.4 percent) fewer receiving such assistance in Fiscal Year 2005.

REDUCING THE GROWTH IN THE MEDICAL ASSISTANCE PROGRAM

After K-12 education, the single largest function of state government is the Medical Assistance Program in the Department of Social and Health Services. Medical Assistance will pay for medical, dental, and vision care for an average of 870,000 low-income Washingtonians each month this year. These include 1 of every 3 children in the state; 4 of every 10 pregnant women; 1 of every 10 senior citizens; and 1 of every 16 other adults. Such coverage will cost approximately \$2.8 billion during the current 2001-03 biennium, paid out of the state general fund and state Health Services Account. A roughly equal amount will be expended from federal Medicaid matching funds.

If there were no changes in current service eligibility and coverage policies, the state cost of the Medical Assistance program would be at least \$3.4 billion next biennium. That is a state fund increase of \$615 million, or 22 percent, from the final 2001-03 spending level. (It is an increase of \$780 million from the level originally budgeted for 2001-03, but state Medical Assistance appropriations have been

increased by \$165 million over the course of the 2001-03 biennium in response to unanticipated increases in caseloads and service costs.) By way of context, the \$615 million increase in projected state Medical Assistance expenditures exceeds the entire amount of state general fund support provided during the current biennium for operation of Eastern, Western, and Washington State universities.

The legislative budget proposes a number of changes in eligibility practices and service coverage policies in order to reduce the projected growth in Medical Assistance expenditures. As illustrated below, these changes would reduce the projected growth in state expenditures by \$290 million. After these changes, rather than growing by 22 percent next biennium, state expenditures on Medical Assistance will grow by \$325 million, or 12 percent.

RESTRUCTURE MEDICALLY INDIGENT PROGRAM — \$105.1 MILLION GENERAL FUND-STATE SAVINGS, \$29.2 MILLION HEALTH SERVICES ACCOUNT INCREASE, \$29.2 MILLION GENERAL FUND-FEDERAL INCREASE

The medically indigent program, which has provided partial compensation to hospitals for care they provide to low-income uninsured persons, will no longer operate as an open-ended state-funded entitlement program. It will instead be replaced by two lidded grant programs, one totaling \$3.1 million per year specifically reserved for rural hospitals, and the other totaling \$26.1 million per year for all other hospitals. The funding level for the rural program is sufficient to protect these particularly vulnerable hospitals from financial impact. Under both programs, hospitals that bear a larger share of the total medically indigent cost burden, and those which are relatively less profitable, receive a relatively larger share of the available resources.

PREMIUMS FOR CHILDREN'S MEDICAL COVERAGE — \$32.9 MILLION HEALTH SERVICES ACCOUNT SAVINGS, \$34.1 MILLION GENERAL FUND-FEDERAL SAVINGS

Families with incomes over the federal poverty level will be required to pay monthly premiums for their child's medical, dental, and vision coverage. Premiums will average about \$15 per child per

month for families with income between 100-150 percent of poverty (\$1,300–\$1,900 per month for a family of three); \$20 per child per month for families with incomes up to 200 percent of poverty (\$1,900–\$2,500 per month for a family of three); and \$25 per child per month for families with incomes up to 250 percent of poverty (\$2,500–\$3,200 per month for a family of three). Premiums will be capped at three children per household.

PRE-NATAL COVERAGE FOR ILLEGAL IMMIGRANTS — \$37.8 MILLION GENERAL FUND-STATE SAVINGS; \$37.8 MILLION GENERAL FUND-FEDERAL INCREASE

Washington is one of 12 states that use state funds to provide pre-natal coverage for low-income women who are not eligible for Medicaid because of their immigration status. Under new federal regulations, the state expects to be able to use federal Children's Health Insurance Program (SCHIP) funds to cover approximately 65 percent of the cost of such care. The department is directed to obtain all available federal funding, and to implement additional cost-control measures, to the extent necessary to limit total state-fund expenditures on this coverage to \$20.8 million for the biennium.

LIMIT MANAGED CARE RATE INCREASES — \$24.9 MILLION GENERAL FUND-STATE SAVINGS, \$25.8 MILLION HEALTH SERVICES ACCOUNT SAVINGS, \$50.4 MILLION GENERAL FUND-FEDERAL SAVINGS

Funding is provided to increase managed care payment rates by an average of 3.3 percent per calendar year, rather than by the average of 8 to 9 percent per year as in recent years. Actuarial analysis of health insurer financial reports indicates that state payment rates have been too high in recent years, warranting this one-time adjustment.

CONSOLIDATED DRUG PURCHASING — \$25.2 MILLION GENERAL FUND-STATE SAVINGS, \$0.4 MILLION HEALTH SERVICES ACCOUNT INCREASE, \$32.7 MILLION MEDICAL AID ACCOUNT SAVINGS, \$21.9 MILLION GENERAL FUND-FEDERAL SAVINGS

As proposed by the Governor, the Medical Assistance Administration, the Health Care



Authority, and the Department of Labor and Industries will consolidate their drug purchasing by jointly purchasing drugs in each of at least sixteen therapeutic classes. This will reduce the rate of growth in state drug expenditures by prioritizing purchase of the less costly safe and effective brand, and by creating a financial incentive for manufacturers of more expensive brands to provide price discounts.

**REDUCE ADULT DENTAL COVERAGE —
\$11.7 MILLION GENERAL FUND-STATE
SAVINGS, \$11.0 MILLION GENERAL FUND-
FEDERAL SAVINGS**

The scope of adult dental care is to be reduced by approximately 25 percent. The department is directed to work with dental providers and recipient representatives to select the highest priority populations and procedures to include in the reduced benefit package. Examples might include continuation of full-scope dental coverage for persons eligible for federal financial participation because of their nursing home residency or participation in community-based waiver programs; support for programs providing specialized care for persons with disabilities; dentures for those in need; and preventative coverage.

**MEDICAL EQUIPMENT COST-
CONTAINMENT — \$2.0 MILLION GENERAL
FUND-STATE SAVINGS, \$2.0 MILLION
GENERAL FUND-FEDERAL SAVINGS**

The Department of Social and Health Services is to devise and implement a combination of purchasing and utilization management strategies that will reduce expenditures on medical equipment by 5 percent by the second year of the biennium.

**REQUIRE CO-PAYS FOR MEDICAL
EQUIPMENT AND OPTICAL SERVICES —
\$900,000 GENERAL FUND-STATE SAVINGS,
\$900,000 GENERAL FUND-FEDERAL SAVINGS**

As an alternative to the proposal to eliminate adult vision and hearing services, the legislative budget requires recipients to pay a nominal part of the cost for medical supplies, equipment, and optical services. The co-pay will be \$2 for items and services costing \$25 - \$50, and \$3 for those costing more than \$50. These are the maximum co-pays allowed by

federal Medicaid rules.

**AIDS PRESCRIPTION DRUG ASSISTANCE —
\$4.8 MILLION GENERAL FUND-STATE
INCREASE**

The Department of Health pays for prescription medications, insurance premiums, and limited medical care for persons with HIV disease and incomes below 300 percent of poverty (about \$27,000 per year for a single person, and \$36,000 for a couple). Program expenditures are projected to grow at 15 percent per year in 2003-05. To partially offset these increased costs, without denying access to life-sustaining medications by lowering eligibility levels or establishing program waiting lists, the legislative budget anticipates that recipient cost sharing is increased to the maximum allowed under the federal Ryan White CARE Act. Recipient cost sharing would average 5-10 percent of family income, compared to 2-4 percent now, though the agency is authorized to develop alternative ways to accomplish the same level of cost control.

**ADDITIONAL NEWBORN SCREENING TESTS
— \$400,000 GENERAL FUND-STATE, \$1.9
MILLION GENERAL FUND-PRIVATE/LOCAL**

As recommended by the State Board of Health, all newborns will be screened by the state public health laboratory for five additional disorders that can cause mental or motor retardation, blindness, hearing loss, physical abnormalities, and/or death if undetected. Washington is the only state which does not screen for one of the disorders, and among the roughly half which presently do not screen for the other four. Almost half of the testing cost will be borne by the state's Medical Assistance program, which pays for 43 percent of all births in the state. The balance will be paid by fees charged to private payers.

**CHILD DEATH REVIEWS — \$1.0 MILLION
GENERAL FUND-STATE SAVINGS**

Since 1999, the state Department of Health has provided financial assistance for local health department staff to review the circumstances surrounding unexpected child deaths, and has collected, analyzed, and disseminated the result of the teams' findings. State funding for this activity is discontinued. Unusual circumstances will continue to be investigated by local health and law enforcement

officials. Patterns and factors associated with avoidable deaths will likely continue to be analyzed and disseminated by private organizations, such as the Sudden Infant Death Syndrome (SIDS) Foundation.

**DISCONTINUE HOSPITAL REPORTS
SUBSIDY — \$1.1 MILLION HEALTH
SERVICES ACCOUNT SAVINGS**

The Comprehensive Hospital Accounting and Reporting System (CHARS) system has since its inception been funded by a statutory assessment on hospital revenues. During 1992-2000, this assessment averaged .033% of hospital revenues. During the 2000 legislative session, the system received a public subsidy for the first time, from the Health Services Account. Because that account is in deficit, the subsidy is eliminated. As a result, the assessment is expected to need to be increased approximately .018% of hospital revenues, about 60 percent of the average rate charged during the 1990's.

Long-Term Care

**NURSING HOME QUALITY MAINTENANCE
— \$46.1 MILLION GENERAL FUND-STATE,
\$46.1 MILLION GENERAL FUND-FEDERAL**

To help maintain the quality of nursing home care in the state, Medicaid payment rates will be increased by 3.0 percent effective July 1, 2003. The cost of this rate increase will be covered by a fee of \$6.50 per patient day, which will be applied to most nursing home care delivered in the state. In accordance with Substitute Senate Bill 5341, the Department of Social and Health Services will seek a federal waiver to exempt facilities that would not benefit from the rate increase from the cost of the fee.

**HEMOCARE WORKER WAGE INCREASES -
\$31.6 MILLION GENERAL FUND-STATE
INCREASE, \$30.7 MILLION GENERAL FUND-
FEDERAL INCREASE**

Sufficient funding is provided to increase wages for homecare workers by 75 cents per hour beginning October 1, 2003. The increase applies both to individuals who contract directly with the state to provide services, and also to those employed by private agencies.

**SENIOR AND DISABLED DRUG ASSISTANCE
— \$500,000 HEALTH SERVICES ACCOUNT,
\$300,000 GENERAL FUND-STATE**

Funding is provided to implement a university-based "pharmacy connection" program which will link state residents to the manufacturer-sponsored drug discount program best suited to their particular situation. In addition, Area Agencies on Aging will receive grants to organize training programs that will help seniors learn to use prescription medications more safely and effectively.

**INCREASE LONG-TERM CARE ELIGIBILITY
STANDARDS — \$2.1 MILLION GENERAL
FUND STATE SAVINGS, \$3.1 MILLION
GENERAL FUND-FEDERAL SAVINGS**

The amount of care which people must require before qualifying for publicly funded long term care is to be increased. Persons who require only minimal assistance with two activities of daily living will no longer be eligible for personal care. This is expected to result in an average of approximately 475 fewer persons receiving publicly-funded assistance in their own homes. However, after the change, Washington will still have one of the eight most generous eligibility standards in the nation. Persons currently receiving care in community residential settings who do not meet the higher eligibility standard will continue to be served, without the benefit of federal matching funds, but no new applicants with such lower levels of care will be admitted to residential care.

Mental Health

**CHILDREN'S MEDICAL PREMIUMS — \$2.1
MILLION GENERAL FUND-STATE SAVINGS,
\$2.1 MILLION GENERAL FUND-FEDERAL**

The Legislature's budget saves \$4.2 million (total funds) in the cost of mental health coverage due to a projected decrease in the number of persons eligible for Medicaid. The drop in eligible persons is a result of imposing a monthly premium for medical coverage for families above 100 percent of the federal poverty level.



**INCREASED MEDICAID ELIGIBILITY
VERIFICATION — \$2.1 MILLION GENERAL
FUND STATE SAVINGS, \$2.1 MILLION
GENERAL FUND-FEDERAL SAVINGS**

The Legislature's budget saves \$4.2 million (total

funds) in the cost of mental health coverage due to a projected decrease in the number of persons eligible for Medicaid as a result of increase in the verification of eligibility.

BILLS THAT PASSED THE LEGISLATURE

SB 6088 Making prescription drugs more available

The increase in prescription drug expenditures has contributed to a significant growth in the cost of state health care programs. This has prompted many states to adopt strategies to control such expenditures, including consolidated drug purchasing and the identification of "preferred drugs" based on cost-effectiveness.

This law authorizes state agencies to establish a drug formulary is amended to instead authorize an evidence-based prescription drug program. If a preferred drug has been identified for any state health care program, a pharmacist filling a prescription from a prescriber who has endorsed the drug list is generally required to substitute a preferred drug for a non-preferred drug. However, if the prescriber indicates "dispense as written" or the prescription is for a refill of certain types of drugs identified in the bill, the pharmacist must dispense the prescribed non-preferred drug and does not need additional authorization to do so. The pharmacists must notify the prescriber when a substitution is made, and assumes no liability for the substitution.

In negotiating prescription drug price discounts for state agencies, the Health Care Authority must also negotiate such discounts for any Washington resident who is at least 50, or between 19-49 and disabled, whose family income does not exceed 300 percent of the federal poverty level and whose existing prescription drug need is not covered by insurance.

The Health Care Authority must also establish a Pharmacy Connection program through which health care providers and members of the public can obtain information about and help in accessing manufacturer-sponsored prescription drug assistance

programs. Notice regarding the program is to initially target seniors, but the program must be available to anyone, and is to include a toll-free number that may be used to obtain information.

SHB 1655 Providing for determination of disability for special parking privileges by advanced registered nurse practitioners

Background: In Washington special parking privileges are extended to any person with a disability that limits his or her ability to walk and meets other statutorily established criteria as determined by a licensed physician.

Currently the Department of Licensing rules allow chiropractors, naturopaths, physicians, podiatrists, and advanced registered nurse practitioners (ARNPs) to determine those persons who qualify for special parking permits.

Summary of Substitute Bill: HB 1655 clarifies that ARNPs may make determinations about whether an individual meets the statutory criteria to qualify for special parking privileges.

HB 1753 Concerning nursing practices in community-based and in-home care

Summary of Bill: In addition to simple care tasks, registered nurses in in-home care settings may only delegate nursing care tasks to nursing assistants when the individual patient is in stable and predictable condition. This includes tasks requiring substantial skill and the administration of medications. In-home care settings include an individual's temporary or permanent place of residence other than an acute care hospital, skilled nursing facility, or community-based care setting. It is clarified that home care agencies are not considered home health agencies simply because they have nursing assistants providing

delegated nursing care tasks.

Registered nurses working for a home health or hospice agency are allowed to delegate the application, instillation, or insertion of medications to a registered or certified nursing assistant under a plan of care.

Nursing assistants may no longer perform delegated tasks requiring the piercing or severing of tissues. Nursing assistants are allowed to provide personal aide services for an adult with a functional disability under their direction.

HB 1612 Requiring notification to parents of mental health treatment options for a minor child

Background: Under traditional common law parents have authority to consent to various forms of treatment for their children. In Washington, the common law parental authority has been modified by statute to authorize the minor child to have the authority to consent to treatment in some situations. The common law has also been modified by statute to provide for specific procedures that parents and providers must follow in certain situations.

Parents seeking mental health treatment for their minor children in Washington State are not provided with any uniform materials informing them of the treatment options available, or procedures to follow, to obtain mental health treatment for their children.

Summary of Bill: The Department of Social and Health Services (DSHS) is required to produce, and make available, a written document containing information explaining the statutorily available options for mental health treatment of a minor and the procedures to follow to utilize the treatment options.

If a parent seeks to have his or her child treated at a mental health evaluation and treatment facility, the facility must provide written and verbal notice to the parents of the statutorily available options for mental health treatment of a minor and the procedures to follow to utilize the treatment options.

HB 1621 An act relating to modification of the mandatory nurse review of Medicaid personal care plans

Background: Personal Care Services are provided to eligible individuals through the Aging and Disability Services Administration within the

Department of Social and Health Services (Department). The program is financed through the Federal Medicaid Program. The program requires that clients be assessed by a nurse to determine whether they have a medical condition that requires assistance with personal care tasks.

Summary of Bill: The Department will determine by rule which clients in the Personal Care Program have a health-related assessment or service planning need that requires registered nurse consultation or review. The requirement that a nurse must review plans of care is removed, and replaced with permissive language that allows for nurse review, but does not require it.

SSB 5039 Concerning hepatitis C

Summary of Bill: The Secretary of Health must design a state plan for education efforts concerning hepatitis C and the prevention and management of the disease by January 1, 2004. In developing the plan, the secretary shall consult with patient groups, relevant state agencies, providers and suppliers of services to persons with hepatitis C, relevant health care associations and others.

The state plan must include implementation recommendations in the areas of: hepatitis C virus prevention and treatment strategies for groups at risk; education programs to promote awareness about hepatitis C; education curricula for health care providers; training courses for hepatitis C counselors; capacity for voluntary testing programs; a comprehensive model for an evidence-based process for the prevention and management of hepatitis C that is applicable to other diseases; and sources of funding.

The Secretary of Health must develop the state plan only to the extent that, and for as long as, federal or private funds are available for that purpose. Funding for this act may not come from state sources.

Health care professionals who contract hepatitis C in the course of their employment and are not able to continue working are deemed to be dislocated workers for the purpose of receiving training benefits.

Hepatitis C is included in Washington's law against discrimination. Employment decisions may not be based on whether or not an individual is infected with hepatitis C.

Washington State Nurses Association

Hall of Fame Award Application Instructions

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

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

TYPED APPLICATIONS MUST BE RECEIVED AT WSNA BY October 31, 2003, to be considered for the 2004 Award. Nominees will be notified in December 2003. The award winner(s) will be recognized by the Association, family, friends and nursing colleagues at the Hall of Fame Awards event in the Spring of 2004. For assistance or additional applications, please contact Barbara Bergeron at WSNA, ext. 3024.

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

Checklist for a Complete Application

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

Documentation to Support the Award Criteria

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

WSNA Hall of Fame Award Application

NOMINEE:

Hall of Fame
Nominee:

First Name Preferred if Different Last Name Credentials

Address: _____
Street City Zip Code

Home Phone: _____ Work Phone: _____

Fax Number: _____ E-Mail: _____

EMPLOYMENT:

Current Position
or Title:

Employer:

Address of Employer: _____
Street City Zip Code

Employer's Telephone
Number:

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

RELATIVE:

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

Name of Closest
Relative:

Address of Relative: _____
Street City Zip Code

Relationship to
Nominee:

NOMINATOR:

Person Submitting
Nomination:

Address: _____
Street City Zip Code

Home Phone: _____ Work Phone: _____

Fax Number: _____ E-Mail: _____

Relationship to
Nominee:



Attention ARNPs

ARNP Survey – Please Participate – WE NEED YOUR HELP! By now, all ARNPs licensed in Washington at the end of 2002 should have received a survey questionnaire from Marie-Annette Brown and Louise Kaplan. This survey is the second part of a study to compare prescribing barriers to practice before and after implementation of the law allowing ARNPs to prescribe Schedule II-IV drugs if they have a joint practice agreement with a physician.

NPs were sent a questionnaire based on whether or not they had obtained Schedule II-IV prescriptive authority. CRNAs received a survey that collects workforce information only. If you have already responded to the survey – Thank You! If you have not responded, *please help us* – and all Washington ARNPs – by responding as soon as possible. Your participation will allow us to understand whether or not the new law eliminated prescribing barriers to practice or if it created new ones.

UW Nurses to be Inducted Into American Academy of Nursing

The American Academy of Nursing has nominated 82 new fellows for induction this year, including WSNA Members, **Eleanor F. Bond, PhD, RN** and **Carol A. Landis, DNSc, RN**. Both are professors in the Department of Biobehavioral Nursing and Health Systems at the University of Washington School of Nursing. The new fellows will be formally inducted into the American Academy of Nursing on Saturday, November 15th, 2003, during the Academy's 30th Annual Meeting and Conference at The La Costa

Resort & Spa in San Diego, California.

Dr. Bond teaches acute and critical care nursing to UW undergraduate and graduate students. She directs the Adult Acute Care Nurse Practitioner (AACNP) masters program focus and the Olympic Peninsula Access Initiative, in which the AACNP program is packaged to be accessible to students on the Olympic Peninsula. Her research includes studies on the effects of ovarian hormones and stress on the structure and function of the gut. In addition to her membership in WSNA, Dr. Bond is active in the American Association of Critical Care Nurses and serves on the editorial board of AACN Clinical Issues.

Dr. Landis is the Scientific Director for the Biobehavioral Laboratories in the UW Center for Women's Health Research. Her research focuses on sleep and

health consequences of sleep loss, including impact of disrupted and lost sleep on symptom development and recovery from illness. She has pursued these interests from a basic-science perspective in the fields of neuroscience, more specifically in focused areas of sleep & sleep deprivation, pain, and neuroimmune interactions. She has conducted original investigations and published important first-time observations of altered sleep patterns in an animal model of arthritis, and sleep deprivation effects on thermoregulation, neurogenic inflammation, pain, and wound healing. She has been principle investigator for two NIH funded research grants. The first grant was a basic science study of sleep loss effects on neuroendocrine activity and immune function. The second project was a study of sleep and nighttime hormones in midlife women with and without fibromyalgia.

In Memoriam – Dennis Bauer, RN

Dennis M. Bauer, RN, 50, who was born in Seattle, passed away Thursday, June 26th, 2003 following a recent surgery. He had lived in Spokane for the past 30 years and was a 1988 graduate of the nursing program at Spokane Community College. Mr. Bauer had worked at Sacred Heart Medical Center since 1984, first as a mental health counselor and then as an RN in the emergency room. He also served in the Air Force during the Vietnam War. During the 90's, Dennis was active in his local WSNA bargaining unit, serving on several negotiating teams and as Grievance Officer and as Co-Chair of the Sacred Heart Local Unit. He was elected to the WSNA Board of Directors and served from 1997-1999. He is survived by his wife of 28 years, Donna Bauer; a son, Devin Bauer; his mother, Laverne Bass; and a sister, Jacqueline King. An avid fisherman and football fan; Dennis loved to root for the University of Washington Huskies.



Dr. Landis is also a former member of the Research Advisory Board for the Center for Sleep Disorders research at NHBLI. She currently serves as co-director for the NINR funded institutional Biobehavioral Training Grant for predoctoral and postdoctoral fellows.

The American Academy of Nursing was established in 1973 to provide visionary leadership to the nursing profession and the public in shaping future health care policy and practice and optimizes the well-being of the American people through the synthesis of scientific and philosophical knowledge as the basis for effective health care policy and practice. There are currently some 1500 fellows in the Academy. One of the criterion for Academy membership is recognition by one's peers of having made outstanding contributions to nursing over and above those which are required in one's position of employment. Each nominee also must be sponsored for membership by two Academy fellows.

UW to Sponsor All-Day Conference: In Harm's Way: Toxic Threats to Child Development

In Harm's Way: Toxic Threats to Child Development – a training program for health professionals and others concerned with environmental contributors to learning and developmental disabilities to be held on **Saturday, November 8th 8:30 AM to 5:00 PM at the University of Washington.**

This daylong conference will address the role that environmental chemicals may play in learning and developmental disorders. The plenaries and workshops will:

1. provide the latest scientific information on neuro-toxicants;
2. tools the healthcare community can use to help prevent patient exposures to pollutants;
3. discuss the role of health professionals as public health advocates; and
4. offer the staff of health-affected groups, environmental health and justice organizations and other lay people ways to translate the science on neuro-toxicants into public policy initiatives.

The materials presented will be based on the peer-reviewed report [In Harm's Way: Toxic Threats to Child Development](http://psr.igc.org/iHW-report_dwld.htm). Faculty includes report authors David Wallinga and Ted Schettler as well as local health experts Tim Takaro, MD, MPH, L.B., Sandy Rock, MD, MPH, Janet Primono, RN, and Steve Gillbert, PhD.

To download the report, go to:
http://psr.igc.org/iHW-report_dwld.htm

To review the training materials, go to:
<http://psr.igc.org/iHW-training-materials.htm>

Registration materials will be available in August. To be placed on the mailing list, call **206-547-2630** for a mail-in registration form. Space is limited.

Wisconsin Nurses Association Seek Help Testing Online Emergency Preparedness Self-assessment Survey

The Wisconsin Nurses Association received a grant from Wisconsin's Department of Health and Family Services to develop and implement a self-assessment survey about emergency preparedness and response targeted to all health care workers. The survey – now referred to as EPIQ Emergency Preparedness Information Questionnaire – is now complete and available on-line from July 1st– August 31st, 2003. WNA would like help in testing the

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survey which will take about 15 minutes of your time. The results of this questionnaire will assist in developing emergency preparedness education and training programs which will then be shared with the other state nurses associations to assist their members. To participate in EPIQ, go to:

www.publichealthplanet.org

ANA Relocation to New Headquarters to Culminate Successful Fundraising Campaign

An ambitious campaign to invest in the future of nursing by raising funds for a new American Nurses Association (ANA) office headquarters is finally coming to fruition with the planned move to a newly constructed facility in Silver Springs, MD. **The Nursing on the Move** campaign, initiated in 1990, raised over \$1 million toward the purchase of a building for ANA. The money, will be used toward the purchase of a building in which ANA will hold ownership interest. The 1990–1992 **Nursing on the Move** campaign initially succeeded in raising funds to support ANA's relocation of its headquarters from Kansas City, MO, to Washington, D.C., in 1992. The remainder has been held by ANF in a trust fund for the ANA pending the move to the new facility.

The new facility, which is currently under construction at 8515 Georgia Avenue, is part of a 1.2 million square-foot, public-private redevelopment plan for downtown Silver Springs. ANA staffers expect to move into the building in August 2004.



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Priority Application Deadlines: February 1 (BSN), March 1 (MN)
 After priority deadlines applications will be considered on a space-available, case-by-case basis.

18115 Campus Way NE, Bothell, WA 98011-8246
425.352.5000 1.800.736.6650 www.uwb.edu

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

WSNF Sponsors a “No Bake” Bake Sale to Benefit Nursing Scholarships NO Labor, NO Cooking Required!

Following the lead of the Maryland and North Carolina Nurses Associations, the Washington State Nurses Foundation (WSNF) is sponsoring its first annual **“No Bake” Bake Sale** in recognition of the Labor Day Holiday! This Bake Sale will take place between August 1st and September 30th. All WSNA members and friends of nursing are invited to participate and the money raised will be used to support WSNF scholarships for nursing students.

Now don't start worrying about how you can possibly fit this into your already over-extended Labor Day schedule! Labor Day is for relaxing and enjoying the extra time off which you all deserve... so there's no shopping ... no baking ... *AND no hard work involved at all!* In fact, instead you can simply relax and enjoy some time for yourself instead of doing all those things!

How is this possible you say? You simply select a date between August 1 and September 30th to NOT bake your cake! Instead of all the work, you just sit right down and write a check to the WSNF in an amount that it would have cost you to shop for, mix, bake and deliver your cake to a bake sale and for the value of your time to do it all (your average hourly rate of pay X your time!). To help calculate the amount of your contribution, just add up the cost of the following items as they might apply to you:

- ❶ Cost of the ingredients for a fancy cake (example, \$10)
- ❷ Time to shop for the ingredients and the cost of the gas to drive to/from the store (example: \$1.50 for a gallon of gas plus 30 minutes to shop X \$25/hour = \$14)
- ❸ Time to mix, bake, cool, frost and decorate the cake and clean up the kitchen (example one and a half hours = \$36.50)
- ❹ Amount of gas and time to deliver the cake to the bake sale (example \$1.50 for a gallon of

gas plus 30 minutes to deliver the cake = \$14)

- ❺ For those of you who always volunteer to help run the bake sales, another 2 hours of your time (\$50)
- ❻ Add another \$12.50 to \$25 if you always BUY cakes at the bake sales!

Grand total: Somewhere around \$75 and \$150!! All for a simple Bake Sale!

As you can see, it would be much easier on yourself to simply

write a check to the Foundation for \$25, \$50, \$75 or even \$100 or more (especially if you're the volunteer at the bake sale!) ... so save yourself some time and effort and contribute to a worthy cause! *Help support nursing students and the nursing shortage and write your tax-deductible contribution for the WSNF “No Bake” Bake Sale! Checks should be made out to “WSNF” and sent to WSNF, 575 Andover Park West, Suite #101, Seattle, WA, 98188.*

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District 2, King County Nurses Association

KCNA 100th Anniversary Celebration a Huge Success

Two hundred area nurses gathered on April 22nd at the Shilshole Bay Beach Club to celebrate KCNA's 100th anniversary. Secretary of State Sam Reed was on hand to present a Century Corporation Certificate to KCNA President Christine Henshaw.

Other notable participants included Seattle Mayor Greg Nickels, U.S. Representative Jim McDermott, WSNA President Louise Kaplan, and Executive Director Judy Huntington. Keynote presenter Melodie Chenevert, RN entertained the audience with her presentation entitled "Queen of Hearts, Winning the Hearts and Minds of King County Nurses."

Also included in the celebration was the annual KCNA Silent Auction, *which raised sufficient funds to offer seven \$1,000 scholarships!* A special candle-lighting ceremony surrounded the cutting of the 100th anniversary cake, including Deanna Williams, RN (recipient of the first KCNA Excellence in Nursing Practice award in 1975) and Frankie Manning, first nurse elected to the King County Board of Health (2003). A marvelous time was had by all!

KCNA will team with the Washington State Trial Lawyers Association to present the biannual Nurses' Law School

Wednesday, October 8 in Seattle and Thursday, October 9 in Spokane. The presentations to be offered at this popular one-day

symposium have not yet been announced. For additional information, please visit the KCNA Web site at www.kcnurses.org. See you there!

KCNA Fall Event Seminar

Plan now to attend the annual KCNA Fall Event Seminar, to be held **Saturday, October 18, 8 a.m. to 1 p.m. at Overlake Conference Center in Bellevue**. The seminar will include a keynote address and workshops on various topics of current interest to registered nurses. More information will be made available on the KCNA website at www.kcnurses.org or phone KCNA at 206-545-0603. Please join us!

District 3, Pierce County Nurses Association

PCNA Annual Nurse's Week Celebration and Banquet

The Pierce County Nurses Association held its annual Nurse's Week Celebration and Banquet on May 9, 2003. More than seventy nurses, friends and family members enjoyed a great meal, and great company. The featured speaker this year was Representative Dawn Morrell, RN. The PCNA Nurse of the Year was announced, and scholarships were awarded.

The Nurse of the Year for 2003 is Sally Baque, RNC. Sally is the chair of her local unit, and has been at the table for contract negotiations two times. Sally has also served the local unit in other capacities, as well as on the UAN and ANA credentialing committees at the National labor Assembly and House of Delegates. A graduate of the Charity Hospital School of Nursing in New Orleans LA, Sally has worked at Tacoma General

since 1978, both in management and as a staff nurse in the NICU. *Congratulations, Sally!*

The Florence Golda Scholarship, given to PCNA members who are furthering their nursing education, was awarded to Anna Hess, RN. Anna is a staff nurse at Tacoma General, works in the PCU, and is seeking her BSN at the University of Washington-Tacoma.

PCNA's goal, led by President Betty Blondin, has been to provide a scholarship to a high school senior planning a career in nursing, and to a student currently enrolled in a first nursing program. This year the goal was met with the first scholarship awarded to a high school senior – Randi Neff from Eatonville High School. The second scholarship, to a student already enrolled in a first nursing program, was presented to Faedra Baker, a student at Tacoma Community College.

Congratulations to both Randi and Faedra and good luck in the future!

PCNA Promotes Nursing Careers

PCNA board members have been going out to area high schools and middle schools to promote nursing careers. We have been showing the NSNA recruitment video, giving out pens and other goodies, and answering lots of questions about getting into nursing school, and about our jobs and the care that we give. It has been a great deal of fun, and we plan to keep it up.

PCNA Election Results

Elections were held in late April, with two new members elected to the Board of Directors.

Rebecca Hunt was elected as Vice President, and **Rob Salas** was

District News

elected as a Board Member. Both Rebecca and Rob work at St. Clare Hospital.

Congratulations to Rebecca and Rob!

District 16 Skagit/Island/San Juan County Nurses Association

District 16 Scholarship Awards

This has been a very productive and rewarding year for District 16 nurses. District 16 was proud to award three \$1000.00 scholarships to nursing students: Lisa Morgenthaler, Debra Sullivan and Jammie Jenkins. Lisa is pursuing her Master's in nursing at PLU, Debra Sullivan is finishing her BSN at SPU, and Jammie will be starting her second year of nursing studies at Skagit Valley College this fall.

Scholarships are awarded on the basis of academic excellence, financial need, faculty recommendations, leadership experience, and community involvement. A Spring Quarter 2004 scholarship for nursing students, will also be awarded. Scholarship applications can be obtained by contacting Sharon Hooey, District 16 Scholarship Chair by email at shooey@affiliatedhealth.org. **The deadline for applications is February, 15th, 2004.**

Debra Sullivan Commissioned

Special congratulations are also in order for District 16 member Debra Sullivan who received her commission as a second lieutenant in the US Army Nurse Corps on June 11th, 2003.

Congratulations to Graduates

The District 16 Board is also very proud of those receiving their

BSN degrees at SPU this June: Amy Jensen, Jim Goodman, Dana Apter, Barb Boze, Michelle Koetje, Sue Stolpe, Connie Grandy, and Sally Houghton.

Two other students will complete their RN to BSN degree next quarter at SPU are Kim Webster and Kim Cartwright.

Additional News

The associate degree program is reconfiguring the way nursing courses are offered to accommodate an increased number of students. The goal of increased student enrollment is in response to increased local need and will provide multiple opportunities throughout the year to enter and exit the program. The transitional plan was initiated June 16th, 2003 with twenty-four 1st year students and twenty-four 2nd year students. The other half of each class will start Fall quarter. Congratulations to Skagit Valley College and the nursing faculty for their efforts toward and foresight in addressing the nursing shortage.

District 16 members attending the WSNA Convention/Summit held May 2-3, 2003 included: Flora

Adams, Sarah Herman, Sharon Hooey, and Debra Sullivan.

Special congratulations to Sarah Herman for receiving the prestigious 2003 Marguerite Cobb Award for Excellence in Community/Public Health Nursing. Sarah's daughter Sally was able to attend the awards ceremony to see her mother receive this special award. We were also fortunate to have four students from Skagit Valley College attend: Laurie Gallo, Linda Nyblack, Jammie Jenkins, and Dana Thompson. The Convention/Summit Program and Seminars were excellent.

District 16 is also proud to have members elected in the recent WSNA elections: Sharon Hooey and Debra Sullivan will serve on the WSNA Professional Nursing and Health Care Council. Sally Herman was elected to serve on the WSNA Board of Directors, and was off to Washington, DC June 24-27th for a meeting of the ANA House of Delegates.

The District still has some votives, candles and notecards available. If interested, please contact Sally Herman: 360-424-8123.

Washington State Podiatric Medical Association

The Washington State Department of Health has asked the Washington State Podiatric Medical Association to design and implement a Nurse Foot Care Training Program for nurses in Washington State. The State Department of Health currently recommends 16+ hours of classroom education and 16+ hours of clinical experience.

The 6th Annual Nurse Foot Care Training Program is scheduled for November 7th & 8th (Fri & Sat) 2003, at the Providence Campus of Swedish Hospital in Seattle. Topics will include routine nail & skin care, diabetic foot conditions & care, common foot problems & treatment, vascular problems, instrumentation & sterilization. The end of the 2nd day will conclude with licensing, scope, and liability issues. There will be an optional lunch discussion of billing issues. We will help arrange 2 days of clinical experience for those who desire.

To register send \$150 to WSPMA or see below for further info.

Susan Scanlan, DPM Executive Director
Washington State Podiatric Medical Association
P.O. Box 1187

Winthrop, WA 98862

Phone/Fax: (866) 343-6999 **Email:** nwpodiatry@wspma.org **Web:** WSPMA.org

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

July 2003:

Invisible Education for Wound Care;
Dates: By Arrangement; Location: Any Healthcare Facility; Contact Hours: 9.3; Fees: \$2-\$290 (depending on circumstances); Contact: Pacific Telemedicine: 206/542-0748.

August 2003:

Invisible Education for Wound Care;
Dates: By Arrangement; Location: Any Healthcare Facility; Contact Hours: 9.3; Fees: \$2-\$290 (depending on circumstances); Contact: Pacific Telemedicine: 206/542-0748

Charting the Course: The Power of Expert Nurses to Define the Future; Sept. 21-23; Boston, MA; Contact Hours: TBA; Fees: \$595; Contact: The Institute for Healthcare Leadership: Karen Poznick: 617/632-9000 or <http://www.inhl.org>

CONTACTS:

- A Pacific Lutheran University School of Nursing Continuing Nursing Education**
Tacoma, WA 98447-0003
253/535-7683
www.plu.edu/~ccnl/
- B Bellevue Community College Continuing Nursing Education Health Care Programs**
Room B134
3000 Landerholm Circle SE
Bellevue, WA 98007-6484
425/564-2012
- C University of Washington School of Nursing Continuing Nursing Education**
Box 357260
Seattle, WA 98195-7269
206/543-1047
www.uwcne.com
- D Intercollegiate College of Nursing Washington State University College of Nursing Professional Development**
2917 W. Fort George Wright Drive
Spokane, WA 99224-5291
509/324-7321 or 800/281-2589
www.icne.wsu.edu

9th Annual Nursing Ethics Conference: Challenges in the Care of Patients With Altered Decision-Making Capacity; August 1; Seattle, WA; Contact Hours: 8.7; Fees: \$175; Contact: C.

Essential STD Exam Skills; August 18-19; Seattle, WA; Contact Hours: TBA; Fees: TBA; Contact: Seattle STD/HIV Prevention Training Center: 206/685-9850 or <http://www.seattlestdhivptc.org>.

Venipuncture Techniques; August 22; Seattle, WA; Contact Hours: TBA; Fees: TBA; Contact: Seattle STD/HIV Prevention Training Center: 206/685-9850 or <http://www.seattlestdhivptc.org>.

September 2003:
Invisible Education for Wound Care;
Dates: By Arrangement; Location: Any Healthcare Facility; Contact Hours: 9.3; Fees: \$2-\$290 (depending on circumstances); Contact: Pacific Telemedicine: 206/542-0748

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

STD Update; Sept. 19; **Yakima, WA;**
Contact Hours: TBA; Fees: TBA;
Contact: Seattle STD/HIV Prevention Training Center: 206/685-9850 or <http://www.seattlestdhivptc.org>

STD Update; Sept. 19; **Tacoma, WA;**
Contact Hours: TBA; Fees: TBA;
Contact: Seattle STD/HIV Prevention Training Center: 206/685-9850 or <http://www.seattlestdhivptc.org>

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

STD Update; Sept. 30-Oct. 2; **Ellensburg, WA;** Contact Hours: TBA; Fees: TBA; Contact: Seattle STD/HIV Prevention Training Center: 206/685-9850 or <http://www.seattlestdhivptc.org>

October 2003:
Invisible Education for Wound Care;
Dates: By Arrangement; Location: Any Healthcare Facility; Contact Hours: 9.3; Fees: \$2-\$290 (depending on circumstances); Contact: Pacific Telemedicine: 206/542-0748

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; Fees: TBA; Contact: C.

29th Annual Educational Conference: The Many Faces of Rehabilitation Nursing; Oct. 15-18; New Orleans, LA; Contact Hours: 30; Fees: TBA; Contact: Association of Rehabilitation Nurses: 800/229-7530 or <http://www.rehabnurse.org>

November 2003:
Invisible Education for Wound Care; Dates: By Arrangement; Location: Any Healthcare Facility; Contact Hours: 9.3; Fees: \$2-\$290 (depending on circumstances); Contact: Pacific Telemedicine: 206/542-0748

Continuing Competence: Where Education & Practice Meet; Nov. 6-9; Kansas City, MO; Contact Hours: TBA; Fees: 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.

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

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Membership 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 work status, name, address, phone number, FTE increase or decrease, 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) policy 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. ***It is the responsibility of the nurse to notify WSNA of this change in work status.***

August
8th
Friday



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THE WASHINGTON STATE NURSES ASSOCIATION
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storm.wnba.com





Leadership Development Conference

September 28th–30th, 2003

Lake Chelan, WA

2003 LEADERSHIP CONFERENCE AGENDA

Sunday, September 28, 2003

- 12:00–1:00 **Early Registration**
 1:00–4:30 **Fall Local Unit Council Meeting**
 4:30–5:00 **Break**
 4:00–5:00 **“Mystic of WSNA Membership”** (Open to all)
 After attending this class, presented by Joan Garner—resident guru of membership—you will have all the information you need to answer ANY questions about WSNA membership. For example: what IS membership enforcement and how DOES it work? WHY do the same names of people who have resigned keep showing up on MY roster? What happens when a member takes a LOA, and MUCH, MUCH more?
 6:15–7:15 **Welcome Reception** Hosted by the E&GW Cabinet
 7:15 **Dinner on Your Own**

Monday, September 29, 2003

- 7:30–8:45 **Registration**
 7:30–8:45 **Continental Breakfast**
 8:45–9:15 **Welcome and Introductions**
 Kim Armstrong, BSN, RN/Chair, Cabinet on E&GW and Barbara Frye, BSN, RN/WSNA Director of Labor Relations
 9:15–10:30 **Featured Speaker: Mary Walker, PhD, RN, FAAN**
 Dr. Walker, Dean of Seattle University School of Nursing, has been one of the most popular and motivational speakers of WSNA Leadership Conferences. Mary, newly elected WSNA Vice President and CMA/ANA activist, is known for her ability to blend the newest theories with humor and life experiences in a way that challenges, inspires and motivates even the most experienced leader.
 10:30–11:15 **Break with Vendors**
 11:15–12:30 **Group A or Group B**
 Each participant will have the opportunity to attend both Group A and Group B. You will be assigned a group and time.
Group A: Join in this unique opportunity to have an informal round table discussion with inspiring and seasoned nurse leaders. It's sure to be an exciting and information packed hour, as our national elected leaders lead you in lively discussion about nursing, nurses and the world of health care.
 Barbara Blakely, MS, ARNP, BC, ANP ANA President
 Jan Bussert, BSN, RN ANA Board of Directors
 Joanna Boatman, RN WSNA President
Group B: Join the key members of the dynamic team guiding the E&GW program at the New York State Nurses Association. They will motivate you as they talk about strategies they used that truly empower members and allows them to take the fight in stride with determination and good spirits ... *“what ever it takes for as long as it takes with a sense of humor, hope and power!”*
 Lorraine Seidel, RN E&GW Program Director, NYSNA
 Barbara Crane, RN E&GW Chair, NYSNA
 12:30–1:45 **Lunch and mingle with Vendors**
 1:45–3:00 **Repeat of Groups A & B**
 3:00–6:30 **Concurrent Session (Choose one)**
The “N” Track: For those who will negotiating contracts in 2003-2004 – “Principles of Negotiations”
 Your contract expires this year. Now What!! Learn the Who, What,

Where, When and How of negotiating a successful contract from the WSNA experts. It's never to early to start.

Elizabeth Ford, JD WSNA Chief Counsel
 Janet Parks, BSN, RN WSNA Nurse Rep.
 Mike Sanderson, JD WSNA General Counsel

The “M” Track: Designed for those who are looking for new ways to increase and motivate your members. The final offering is for those who desire to be the most effective grievance officer—it starts with organization. This track will divide into 3 topics.

- 3:00–4:00 **The “N” Track**
 3:00–4:00 **The “M” Track Part 1:**
Using Technology to build your local unit and to make Your Life easier. Presented by WSNA Nurse Reps. Jesse Kesler, BSN, RN and Darlene Delgado, RN
 Learn how ‘e-zines,’ newsletters and modern technology can be used to empower, inform and mobilize members. Learn how to use computers, e-mail and websites to make running your local unit faster, easier and more fun.
 4:00–4:30 **Break with Vendors**
 4:30–6:30 **The “N” Track—continues**
 4:30–5:30 **The “M” Track Part 2: Membership EPOP**
“Educate-Promote-Organize-Participate” presented by WSNA Nurse Reps. Darlene Delgado, RN and Pat McClure, RN.
 This class provides a toolbox of practical, easy to use and fun new ways to mobilize your membership. Each participant will be provided a floppy disc to take home for your local unit use.
 5:30–6:30 **The “M” Track Part 3: “Folders, Filing ... or ... a process for Grievances that will help you WIN Every Time! (Almost!)” Presented by WSNA Nurse Rep. Kathi Landon, RN and Director of Labor Relations Barbara Frye, BSN, RN.**
 This class provides you with the basic tools needed to ensure you are organized, articulate and successful when you represent nurses in grievances.
 7:00–9:00 **WSNA Economic and General Welfare Local Unit Awards Banquet**

Tuesday, September 30, 2003

- 8:00–8:30 **Continental Breakfast**
 8:30–10:00 **Advanced Grievances**
 Learn to identify the differences between ‘gripes’ and ‘grievances.’ Identify remedies and resolutions possible through the collective bargaining agreement’s process for dispute resolution. Presented by WSNA Nurse Reps. Kathi Landon, RN and Jesse Kessler, BSN, RN.
 10:00–10:30 **Break**
 10:30–11:45 **History of Labor and Nursing’s Unique Contributions**
 “The farther backward you can look, the farther forward you are likely to see.”—Winston Churchill Knowing our history as nurses and labor activists gives us resolve, courage and hope for the future. It also can give us strength and pride when we see what we, as nurses, have contributed to the labor movement. Looking back we can realize that we, as WSNA Activists, have played a major role in the union movement in both Washington State and in the nation!
 11:45 **Wrap Up**
 12:00 **Celebration of 2003**



14th Annual Leadership Conference

Campbell's Resort
Chelan, Washington
September 28 – 30, 2003

CAMPBELL'S RESORT

WSNA members and guests receive a special conference room rate of \$94 per night for a standard, or \$110 per night for a deluxe with refrigerator and microwave. To make room reservations, please contact Campbell's Resort Directly at (800) 553-8225 and tell them you are attending the WSNA Conference. A discount block of rooms is on hold until August 28, 2003. So make your reservations today.

RESORT DIRECTIONS

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

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

- ?? Take I-90 east to exit #84 (Wenatchee) at Cle Elum
- ?? Take Hwy. 97 over Blewett Pass Highway
- ?? Ends at Hwy. 2 & 97 intersection, turn right to Wenatchee
- ?? Go approximately 14 miles (just before Wenatchee) take the Chelan exit onto Hwy. 97 Alternate.
- ?? Continue North on Hwy. 97 Alternate to Chelan
- ?? Turn Left at Peterson's Condominiums onto Woodin Ave.
- ?? Cross bridge and the Resort is on the left at Lake Chelan

To Chelan via Hwy. 2 (Stevens Pass):

- ?? East on Hwy. 2 over Steven's Pass
- ?? Continue to Wenatchee taking the Chelan exit onto Hwy. 97 Alternate.
- ?? Continue North on Hwy. 97 Alternate to Chelan
- ?? Turn Left at Peterson's Condominiums onto Woodin Avenue
- ?? Cross bridge and the Resort is on the left at Lake Chelan

Detach below this line & Mail or Fax

2003 LEADERSHIP CONFERENCE REGISTRATION

Name: _____ Credentials: _____
Informal Name: _____
Address: _____ City: _____ ST _____ ZIP _____
Phone #: Daytime _____ Evening: _____
E-Mail address: _____
Local Unit _____ LU Title: _____
How many years have you been a WSNA Member? _____
How many times have you attended leadership training? _____

REGISTRATION FEES:

WSNA member @ \$250.00 \$ _____
Extra guest(s) for _____
Monday Awards dinner @ \$25.00 \$ _____

T-SHIRT SIZING: Size (Circle one)
Women's S M L XL 1X 2X 3X
Men's S M L XL 1X 2X 3X 4X 5X

TOTAL DUE WSNA \$ _____

Mail To: WSNA
575 Andover Park West #101
Seattle, WA 98188
FAX back: (206) 575-1908

PAYMENT METHOD

Check Payable to WSNA
Credit Card: Master Card VISA
Account # _____ - _____ - _____
Exp Date _____

Signature of Cardholder _____

Local Unit Funds (name) _____

Signature of L. U. Officer _____

If you have any special needs contact Deb Weston (206) 575-7979
Ext 3003 ore e-mail dweston@wsna.org

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

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