

THE WASHINGTON NURSE

FALL 2003
VOLUME 33 NO. 3

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Remember To



November 4th, 2003

stay informed—www.wsna.org

THE WASHINGTON NURSE

Volume 33, No. 3
Fall 2003

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

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ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

November

- 1 Professional Nursing and Health Care Council
- 3 ARNP Multi-Organization Coalition
- 8-9 ANA Constituent Assembly
- 11 Washington Nursing Leadership Council
- 20 WSNA Board of Directors
- 27-28 Office Closed—Thanksgiving Holiday

December

- 3 Nurse Practitioners Meeting
- 4 WSNF Conference Call
- 22-26 Office Closed—Christmas Holiday

January 2004

- 1 Office Closed—New Year's Day
- 16 Cabinet on Economic and General Welfare
- 26 Nurse Legislative Day—Olympia
- 26 WSNA Public Health Nursing Special Interest Group—Olympia
- 31 CEARP Committee

February 2004

- 6 Finance and Executive Committees
- 16 Office Closed—Presidents Day
- 27 WSNF Board of Trustees (tentative)

March 2004

- 11 WSNA Board of Directors
- 11 WSNA Hall of Fame Celebration Event
- 12 WSNA Board of Directors

Important Dates

January 26th, 2004
22nd Nurse Legislative Day
Olympia, WA

Publication Correction

The edition version of the last *The Washington Nurse* was incorrectly listed as Spring, Vol. 33 No. 2. It was the **Summer, Vol. 33 No. 2** edition.

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INFORMATION RESOURCES AVAILABLE WSNA WEBSITE

<http://wsna.org>

I'm getting back into the swing of things and that helps me look at nursing.

In my career, our question of the hour was "What is Nursing?" A great deal of time, energy and even fun was spent on what this means.

Now I think we have all had our own vision of what Nursing means to each of us, but what we now need to know is: "What can nursing be?"

The nursing shortage gives us opportunities we have never thought of before. We have the eye of the industry looking at us and they still do not know what we really do and what we will do to answer this question.

We, as nurses, will look to our practice, our schools, our learning programs for positive outcomes for the people we care for as well as at ourselves and our ability to give safe care and we will make our profession attractive to potential nurses. Our professional association through its multi-purpose functions is ideal to meet this future.

I think we need to see our potential and look at many things – the way we practice, the way we educate nurses, the work place, the willingness of people to pay us for our skills, the computerized world and how we adapt our profession within it, the rules we set to assure high standards of care, the environment where we practice – either in direct care or the multitude of other areas where nurses practice – as educators, administrators, lawyers, researchers, home makers.

My theme to accomplish this has never changed: Our professional organization is geared to meet all aspects of practice and is the avenue we already have and use for professional growth.

The future is truly ours and we are accustomed to change – it's how we do our jobs everyday! We need to look at ourselves and our environment and envision the future and make it ours. Our practice, if it needs to change, we will find a way and accept that challenge and

create an exciting and satisfying way to get the job done.

In the following issues of the Washington Nurse, you will see the many areas where we are represented and the things we have to say. I suggest that you take a good look at this and not only see the breadth of our involvement, but where you can make a contribution.

It has been my experience with being involved in WSNA to have a part in many of these areas and I expect that during my term as President, there will be many more. For me this is great fun and very exciting to be here when we as nurses are being sought after for our knowledge and opinion.

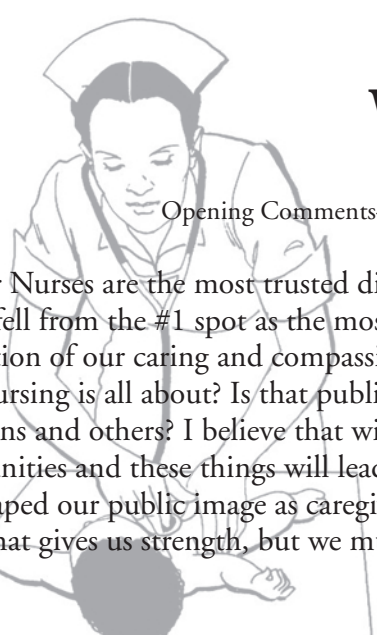
Joanna Boatman, RN
WSNA President



DON'T FORGET!!!

Get Out and VOTE!

N o v e m b e r 4 t h 2 0 0 3

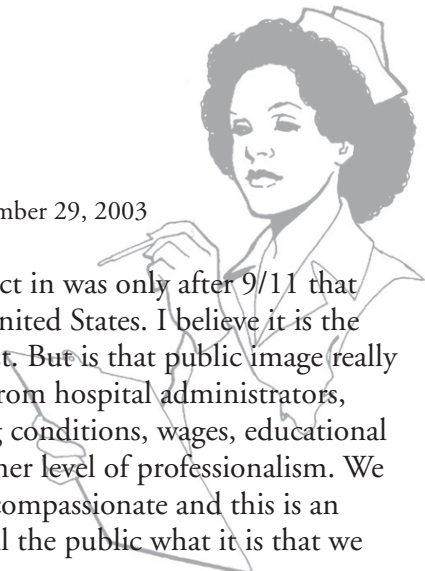


We Save Lives

by Kim Armstrong, BSN, RN

Opening Comments—WSNA Leadership Conference—September 29, 2003

We hear Nurses are the most trusted discipline in Health Care today. In fact in was only after 9/11 that Nurses fell from the #1 spot as the most trusted of all professions in the United States. I believe it is the recognition of our caring and compassion that has given us the public trust. But is that public image really what Nursing is all about? Is that public image enough to give us respect from hospital administrators, physicians and others? I believe that with respect will come better working conditions, wages, educational opportunities and these things will lead to more job satisfaction and a higher level of professionalism. We have shaped our public image as caregivers, as tenders of the sick. We are compassionate and this is an image that gives us strength, but we must broaden our image. We must tell the public what it is that we do.



How many of you are familiar with the Johnson and Johnson campaign on the Nurse Shortage? What did you think of it? Well I thought it was pretty good. After all, it showed real RNs talking about real patients and their needs. That is what I thought at first. In one of the commercials, a nurse said that he made sure that the sheet the patient was laying on did not have any wrinkles so that the patient was more comfortable. But wasn't what the nurse really doing was ensuring the sheet was smooth so that the patient didn't develop a bedsore that would have prolonged the hospital stay and used many hundreds of dollars of resources. That is what Nurses do—**WE PREVENT COMPLICATIONS AND WE SAVE LIVES.**

There are many disciplines within Nursing—**AND WE ALL SAVE LIVES.**

The Nurse at the Bedside—certainly Saves Lives.

The Nurse Educator teaches Nurses—Save Lives.

The Legislative Nurse helps enact Laws that govern our practice— Save Lives.

The Public Health Nurse enhances the quality of life and protects the health of the community—Save Lives.

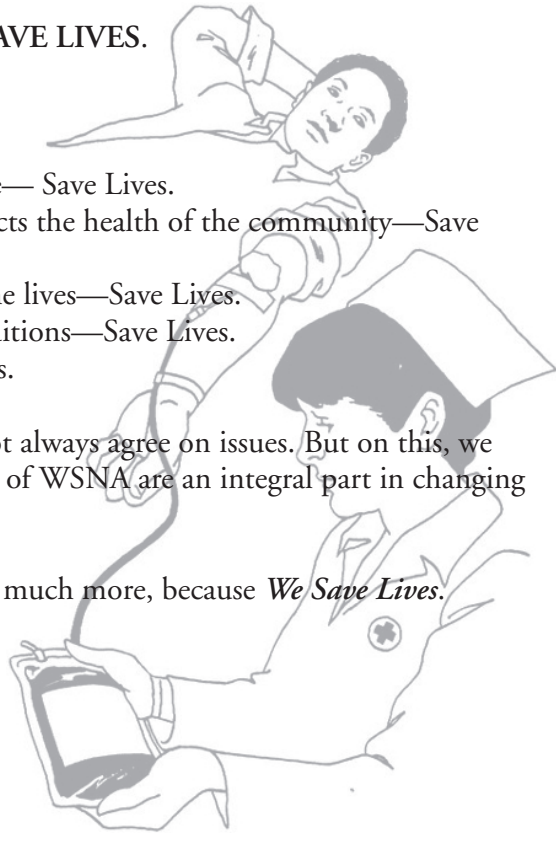
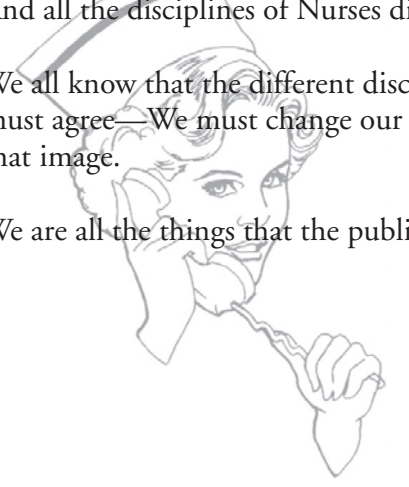
The Nurse Administrator provides the necessary tools to save the lives—Save Lives.

The Nurse Reps from the Union help ensure safe working conditions—Save Lives.

And all the disciplines of Nurses directly or indirectly Save Lives.

We all know that the different disciplines within Nursing do not always agree on issues. But on this, we must agree—We must change our public image. We the leaders of WSNA are an integral part in changing that image.

We are all the things that the public now believes and we are so much more, because *We Save Lives.*



Cheers and Tears Make 14th Annual Leadership Conference a Hit!

Two new features – the first **E&GW Leadership Awards Banquet** and a presentation by two dynamic leaders from New York State Nurses Association – proved to be highlights of the always popular annual **WSNA Leadership Conference** held at Lake Chelan, September 28 – 30, 2003.

New Evening Awards Banquet Celebrates Leaders and Hard Work

The awards banquet, held Monday night, was a festive celebration with a sumptuous buffet dinner of steak, salmon or chicken and a wide selection of vegetables, salads and dessert. The mood was set by the music of Classical Pizzazz. Kim Armstrong, Chair of the Cabinet on Economic and General Welfare, graciously and warmly set the stage welcoming the award winners, their families, friends and colleagues and inviting everyone to join the Cabinet in honoring the committed and hard working WSNA activists who were to be recognized that night (see Kim's opening remarks on page 4). Kim also acknowledged and conveyed the gratitude of the



14th Annual Leadership Development Conference Attendees

Cabinet to all the local unit officers who work tirelessly on behalf of nurses in their local units who, while not receiving awards this year, were also honored and appreciated this night.

The Rising Star Award was given to **Sonya Miller**, co-chair

Tacoma General Hospital and to **Vicki Everette**, co-chair, Peace Health (St John) Longview.

Sonya was described as "... bright, verbal, honest and committed to WSNA. She challenges nurses to become members and become active in WSNA ... she is known as an advocate who listens to the needs of the members."

Vicki's nomination stated "... has come full circle in her knowledge of unions and WSNA. She has worked diligently to educate herself and take advantage of every opportunity which presents itself. Vicki gives 110% of her time to any nurse who needs help ... she represents us with such as positive flare that you would never know how little experience she really has!"

Outstanding Grievance Officer award went to **Ann Whitley**, grievance officer, from



Kim Armstrong, Chairperson, and members of the Cabinet on Economic and General Welfare



Leadership Development Conference – 2003

Providence Yakima. Ann's citation reads, "... an exemplary role model of what a professional nurse should be ... has the finesse and quick wit of a seasoned orator, always maintaining a sense of confidence in the midst of highly sensitive negotiations. Her eloquence and understanding of our contract is outstanding ... her preparation and presentation legendary."

Outstanding Negotiation Team awards went to the *WSNA team at Kadlec Medical Center* and the *WSNA team at Peace Health Lower Columbia (St John) Longview*.

Kadlec members were: Harriet Colwell, Tricia Hunter, Hilary Griffiths, Joan Guercia, Nancy Mulderig, Woodie Helms, Jean Arbuckle, Beverly Spencer, Radine Mills, Frances Orth, Phyllis Caldwell, Tammy Hanrahan and Stephanie Gibson. "This group of nurses came together from a point of 'I' and 'mine' to 'we' and 'ours' ... success was due to a lot of hard work and coming together."



Anne Whitley receiving Outstanding Grievance Officer Award from Judy Lyons

The Peace Health team were: Jeanne Avey, Ruth Gorley, Mary Parker, Richard Baker, Susan Barnes, Marilyn Hayes, Vicki Everette, Tina Moreno and Deborah Neiman. "For the first time in 25 years we did not have to go to mediation or take a strike vote. Despite the fact that all but two of the members were new negotiators, we did an exemplary job!"

Adversity Award was awarded to the *WSNA nurses at Southwest Washington Medical Center, Vancouver*. The award was given to this local unit because, "the nurses rallied themselves and nurses throughout the hospital's two campuses to stop a nasty decertification campaign dead in its tracks ... unlike many nurses who would wilt under the pressure, SW nurses turned up the pressure and faced the hospital and the leader of the campaign head on – *and thrived!*"

Internal Organizer Award went to two Southwest Washington nurses *Madeleine Dowsett* and *Jeannine Christensen*. "Madeleine has held fast against a group of nurses who do not see the need for a union or WSNA. She has had meetings with these nurses at her home and one by one has increased membership and awareness of WSNA."

"Jeannine has worked long and hard to help nurses understand the importance of membership and solidarity. She has done an outstanding job organizing and energizing her own unit as well as others."

Outstanding Local Unit Leader award was awarded to two long-standing and outstanding local unit leaders: *Sally Baque*, Local Unit Chair, Tacoma General Hospital and *Debra Brogan*, Grays Harbor Community Hospital.

Sally Baque's nomination read, "Sally has been Local Unit chair for six years at Tacoma General. She is about to commence her second set of negotiations. She has tirelessly pursued excellence within the bargaining unit by being available at any time to listen to individual concerns either by phone



"Rising Star" Vicki Everette accepting award

or in countless meetings in the back of the Tacoma General Cafeteria. At 'the WSNA table' she is always professional in her presentation, at the same time being assertive, tenacious and tough ... she is a model membership recruiter for WSNA. ... she is cheerleader and tireless salesperson for WSNA and her local unit. During her tenure Tacoma General membership has grown to over 75%!"

Debi Brogan's peers wrote in nominating her: "Debi is always out there – available and visible in her quiet way. When she encounters a new nurse she encourages them to attend the local unit meeting and learn about WSNA ... is always looking for new ways to motivate



Conference Attendees eagerly file in to attend classes

people. Debi is a force on the negotiating team, always re-focusing the team for a 'win-win' approach with success. She gives the members an opportunity for input and to express their ideas months before the negotiations begin. She has the respect of both management and nurses because she communicates openly with both groups. Debi is not only awesome to work with on the local unit level, but as co-worker and peer. She is so great she needs to hear how we, the Grays Harbor Local Unit appreciate her!"

Awards were presented to 2003 winners by E&GW Cabinet members Kim Armstrong, Tim Davis, Marty Avey, Debi Brogan, Judi Lyons, Jeanne Avey and Vicki Wornath. (Please see the Fall Issue of **ONE STRONG VOICE** for more details on this truly heart-warming event).

Speakers Inspire Attendees with Educational Workshops and Keynotes

Barbara Crane, Local Unit Chair and immediate past Chair of the Delegate Assembly of the New

York State Nurses Association (NYSNA), and Loraine Seidel, NYSNA E&GW Program Director, presented a dynamic and thought provoking session on internal organizing using the recent St. Catherine's strike as a case study. Members were mesmerized by the story of the strike, how it came to be and the work done by NYSNA and local unit leaders to make that strike a success. Nurses showed

their appreciation and respect at the final minutes of the conference as they rose to their feet cheering and applauding the work of our NYSNA sisters and brothers.

Mary Walker, Dean of Seattle University School of Nursing and WSNA Vice-President, an ever popular speaker at Leadership, set the stage through her thought provoking talk "Nursing in the 21st Century: The Quest For Leadership." Leadership and the concept of "emotional intelligence" were the themes of her presentation. Mary reminded us "the capacity to lead is rooted in virtually any individual and in every community. Social change results only when people take it upon themselves to get involved and make a difference." We all left the session with new ways of looking at leadership and ourselves as leaders.

Kathi Landon's "Advanced Grievances" class was as usual packed with information and new ways of dealing with those ever-pesky grievance problems. New this year was "The N Track" –



Alaska and New York Nurses enjoyed the conference too!



Leadership Development Conference – 2003

three action packed hours of "Principles of Negotiations" complete with real life negotiation role-playing presented by Janet Parks, Julia Lear, Anastasia Aldecoa and Mike Sanderson.

Running simultaneously with the "N Track" was the "M Track" membership building classes. They included **Darlene Delgado's** "Membership EPOP – Educate, Promote, Organize and Participate." Each local unit now has its own CD of practical and

helpful ways to grow its membership. **Jesse Kesler** presented "Using Technology to Build Your Local Unit" – a first and long overdue concept at Leadership. **Barbara Frye's** presentation "The History of Labor and Nursing's Unique Contributions" proved once again how interested nurses are in labor history and in examining our own roots as nurse labor activists. Another popular new feature at the 2003 Conference was the

availability of labor history books and music for members to purchase.

Well over half of the attendees at this year's Leadership Conference were attending for the first time. Their enthusiasm was obvious and contagious. The new energy and new faces added a great deal to the rumor circulating – *this REALLY was the BEST leadership Conference YET! See you all next year.*



Joanna, Judy and Jan working with a roundtable group



First we do lunch
... then we
have a
banquet!



Vendor prize drawing "... and the winner is ... !!"



Leadership Development Conference – 2003 ❖



Kim Armstrong and Barbara Frye with NYSNA representatives Lorraine Seidel and Barbara Crane



Tacoma General Participants



Raising funds for WSNA-PAC



“Woohoo!” from Gray’s Harbor



Leadership Development Conference – 2003

2003 WSNA Cabinet on Economic and General Welfare Award Recipients

The following awards were presented September 29th, 2003 at the Leadership Development Conference Awards Banquet:

“Rising Star” Award(s)	Vicki Everette , PeaceHealth (St John), Longview Sonya Miller , Tacoma General Hospital
Outstanding Grievance Officer	Ann Whitley , Grievance Officer, Providence, Yakima
Outstanding Negotiating Team(s)	Kadlec Medical Center , Richland PeaceHealth Lower Columbia (St John), Longview
Adversity Award	Southwest Washington Medical Center , Vancouver
Internal Organizer Award(s)	Jeannine Christensen & Madeleine Dowset , Southwest Washington Medical Center, Vancouver
Outstanding Local Unit Leader(s)	Sally Baque , Tacoma General Hospital Debra Brogan , Grays Harbor Community Hospital

Thank You WSNA 2003 Leadership Conference Sponsors!

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

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**PEACEHEALTH – Local Unit (St. John’s
Medical Center)**

TACOMA GENERAL – Local Unit

VIRGINIA MASON – Local Unit

**WASHINGTON STATE DAIRY COUNCIL –
Martha Marino**

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

Jesse's Story: My Journey to Nursing

When I was six years old I never imagined I would grow up to become a nurse. Eastern Washington in the 1960's did not encourage one to break away from stereotypes; even if I was inclined to become a health care practitioner I would have been encouraged to become a doctor. I grew up in a small rural community in Eastern Washington called Finley. While my family did move around to find jobs, mostly on farms and ranches, we always would come back to the Finley area because that was where most of my family was. My graduating class was one of the largest ones ever; we had fifty proud graduates in 1977. I joined the Army and embarked on a career in law enforcement as a Military Policeman. Unfortunately, I chose the worst time possible to come off active duty and attempt to continue my career in law enforcement. In 1980, in spite of rising crime and a need for more public servants, many communities chose to lay off police officers and other public service jobs in an attempt to deal with runaway inflation, huge deficits and a souring economy. *The more things change, the more they stay the same.*

In 1985 I realized that a wife and three children need more economic security than a full time job as a low paid fry cook could offer. I had joined the army reserve after leaving active duty and they offered to send me to school to learn to be an orthopedic cast tech. I hoped to get a job in the civilian sector that would allow me to provide a better living for my family. After returning from school I soon learned that the jobs for orthopedic cast techs were scarce. It seems that most of the orthopedic doctors were teaching my job to their nurses. There is an old saying: *"if you can't beat them – join them!"*

I started looking for another profession to meet my goals. It finally came down to law, computer science or nursing. The decision wasn't easy but the reserve unit I was in offered to pay for me to become an LPN. It

meant being paid a monthly salary and all my books, tuition and lab fees. As my LPN course was finishing one of my instructors, Mary Hare, passed around a comparison sheet showing the wage difference between an LPN and an RN. She explained that many places were giving the LPN more and more responsibility and that in reality the difference in pay more than justified the extra year needed to become a two-year RN. I wisely took Mary's advice and used public assistance to help support my family and myself while I pursued my two-year RN degree. One of the ironies of my story is that while working full-time as a cook for Denny's restaurants, where I had a net income of \$600, my family qualified for \$250 in food stamps but not Medicaid. The rationale for this was that I worked more than 100 hours a month. The decision to

deny us basic medical coverage was not based on income; merely how many hours I worked. When I enrolled in my second year of nursing school my family qualified for \$666 cash, \$350 food stamps and Medicaid. I point this out to help people understand the challenges that "welfare" people face when trying to escape the cycle of poverty.

When I graduated from the two-year RN program I was honestly convinced that nursing was a temporary stop on my way to other challenges. I was seriously considering staying in nursing a couple of years and then moving on to computer science. What I have discovered since 1989 is that nursing has many facets and every time you feel like doing something else nursing has "something else" available. From Med/Surg nursing in the hospital to public

*... nursing
has many facets and
every time you feel
like doing something
else nursing has
"something else"
available*

health nurse serving the community, nursing offers something for almost everyone.

My interest in being part of the team of nurses that helped run the local unit of WSNA grew over several years and I became active in the local unit. I started

... don't underestimate what influence even a brief encounter can do to influence someone into becoming a nurse.

out on the negotiating team for a contract renewal. In 2000 I was asked to take over as grievance officer at Kadlec Medical Center. The following year I became local unit chairperson. It was about this time that I realized that we had a challenge in nursing. We don't have enough advocates for nursing. I decided that I wanted to advocate for nursing. There were already lots of nurses who were patient advocates.

In 2001 I enrolled in an RN to BSN program to further my career goals in the army reserve.

The employer offered tuition assistance. Additionally, the army reserve also offered funding to assist with tuition. If you asked me why I became a nurse I would have to say it was the money and the people. The money that influenced me was the financial assistance I received for choosing to become a nurse. Don't underestimate what a few hundred dollars can do to convince someone that they can afford to go to school. The people were mentors and influencers who steered me into becoming an orthopedic cast tech and then a nurse. Additionally, don't underestimate what influence even a brief encounter can do to influence someone into becoming a nurse. The only nurses I knew before becoming a nurse were the ones in my army reserve unit. I worked with them for only 16 hours a month and two weeks in the summer. Yet, those brief hours and days were enough to convince me that nursing might have something to offer me.

by Jesse Kessler

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Vote NO on I-841 on November 4th

An Open Letter to WSNA Members and other Nurses:

NOW is the time for all nurses to take action and join in the fight to preserve what is perhaps the most important worker protection regulation ever adopted in our state – WAC 296-62-051, the ergonomic safety rules adopted by the Washington State Department of Labor and Industries in July 2000. Protection of these rules are of national significance and your safety and health in the workplace are at risk! Your help is needed now to get the word out to **“Vote No on I-841!”**

WSNA members have a long history of supporting strong state and national legislative and regulatory efforts to establish meaningful ergonomics standards. Both large and small business interests vigorously opposed the Washington ergonomics rule when it was proposed and it was adopted only after an intense, 20-month-long rule-making process where business interests fought long and hard to derail the regulations and delay their implementation. Now these forces are at it again, investing hundreds of thousands of dollars – perhaps more than a million – in an attempt to repeal the ergonomics rule through our state’s voter initiative process – and they have been successful in getting their initiative on the November ballot as Initiative 841. This is a terrible waste of valuable money and energy that could be much better spent on preventing injuries than opposing a set of rules that will save the backs of thousands of nurses and other health care workers and allow them to continue productive and profitable lives.

As a nurse, I don’t have to tell you that back injuries and other musculo-skeletal injuries are among the most prevalent career altering injuries in nursing. Studies of back-related workers compensation claims reveal that nursing personnel have the highest claim rates of any occupation or industry. In addition, other estimates report that 12 percent of nurses leave the profession annually as a result of back injuries, and more than 52 percent complain of chronic back pain. These alarming statistics tell us two things - that **poor ergonomics hurts nurses**, who are choosing to leave the profession rather than suffer unnecessarily, and that **poor ergonomics hurts patients**, whose safe nursing care is already threatened by the nation's escalating nursing shortage.

Ergonomic-related injuries are not accidents, they are preventable. And they represent a huge toll of pain, suffering and lost productivity for both employers and workers. Comprehensive ergonomic programs have successfully reduced work place injuries in various settings. While some employers are taking steps to prevent these types of injuries, preservation of the Washington ergonomics rule is needed to ensure that all employers comply as well.

Because of the national significance of defending this ergonomics rule, ANA, the United American Nurses (UAN) and the Center for American Nurses (CAN) have joined WSNA, the Washington Council of periOperative Nurses, the Washington Public Health Association, the Washington Academy of Family Physicians, and a broad coalition of labor, health care, religious and community groups to mount a vigorous **“Vote No on I-841”** campaign.

But we need your help and the help of every registered nurse, your co-workers, colleagues, friends and families. The initiative fight in Washington State is shaping up to be the major battleground for the fight on ergonomics nationally. The TV and other ads created and paid for by the Building Industry Association of Washington (BIAW) and other “pro-841” forces are falsely portraying the ergo standards as “job-killers” – claiming that the standards will cause people to loose jobs and even claiming that it will cause children to lose health care coverage! This is absolute hogwash and meant to scare you into voting for I-841! Don’t be misled by these claims! I-841 goes too far – not only will it repeal the ergonomics rule, it will prevent the Department of Labor and Industries from writing another one in the future!

If the Washington State regulations go down, we will have lost the battle for a strong ergonomics standard both locally and nationally for the foreseeable future. I know that you will agree that strong, enforceable state ergonomics regulation like the Washington State Ergonomics Standard is essential, so I truly hope you will help get out the vote and tell your colleagues, friends and family to **“Vote No on I-841!”**

For more details on the **“No on I-841”** Campaign and the Washington ergonomics rule go to <http://www.no841.org/> For more information about back injuries and how to prevent them, go to the ANA **“Handle with Care”** website at <http://www.nursingworld.org/handlewithcare>

Sincerely,
Judy Huntington, MN, RN, Executive Director
Washington State Nurses Association

Election Day is November 4th, 2003

Vote NO on 1-841:

Make Health Care A Safer Place To Work



I'm Voting No on I-841

"Nurses must take a strong stand and vote 'No!' on Initiative 841. Not only because of the epidemic of musculo-skeletal injuries among Nurses and other healthcare workers, but because we are also advocates for the health of our communities and can do no less!"

—Maggie Flanagan, BSN, RN

A Washington law that encourages employers to make workplaces safer is under attack by Initiative I-841.

Passage of this initiative will eliminate Washington's ergonomic safety standard.

Passage of this initiative not only eliminates the entire rule, it also forbids the state Department of Labor and Industries from writing another one!

Washington's workplace safety law creates common sense standards aimed at reducing workplace injuries.

- **Overall, 50,000 Washington workers** suffer these preventable injuries every year, costing more than **\$411 million** a year in medical treatment and lost wages alone.
- **Health care workers now face higher chronic injury rates** than other kinds of workers, including workers in manufacturing and construction.
- **Chronic injuries take caregivers away from patients.** For example, 12 percent of RNs who leave the profession blame back injuries.

A healthy workplace benefits everyone. Smart safety standards reduce injuries, increase productivity, and help ensure that caregivers can stay on the job for our patients.

**Help Make Work Safer:
Vote NO on I-841**

WSNA
Nurses for Nurses

WSNA • 575 Andover Park West, Suite 101, Seattle, WA 98188 • www.wsna.org • 206-575-7979

Our Patients Deserve Healthy Caregivers

Why health care workers are VOTING NO ON I-841

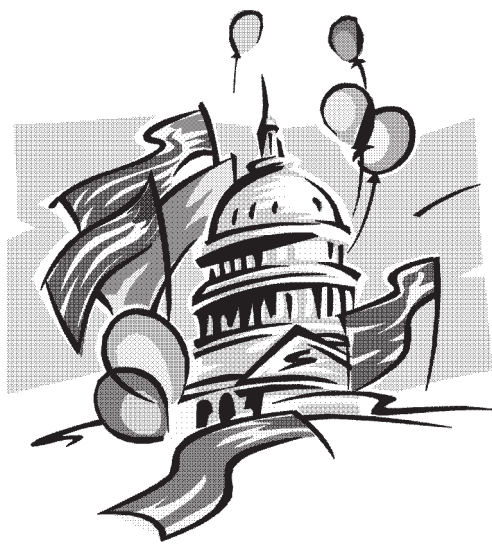
- **Working people around Washington are joining together to vote NO on I-841.** This initiative would eliminate important workplace safety standards in Washington State.
- **Health care workers are facing more safety hazards on the job.** Already, health care workers are at higher risk for on-the-job injury due to back and muscle strain than other kinds of workers.
- **On average, health care workers in Washington are getting older.** For example, 69 percent of Washington RNs are over 40. Just 5 years ago, only 54 percent of RNs were over 40.
- **As we age, it's more difficult for our bodies to keep up** with the strain of moving patients, moving equipment, and keeping up with our workloads. At the same time, the average patient weight is going up, making it more difficult to lift and transport patients.
- **Washington's workplace safety rules are common sense standards** that aim to reduce the amount of work-related injuries.
- With many hospitals and clinics having a hard time finding enough staff, **it's important to do more to keep health care workers healthy** so we can be there to care for patients.
- The workplace safety standards help keep workers safe, protect all types of workers—blue collar and white collar, and improve worker productivity.
- More facts about Washington's workplace safety rule:
 - **The rule saves businesses \$300 million** each year by keeping health workers on the job and boosting productivity.
 - The state provides free materials to businesses on how to follow the rule and make workplaces safer.
 - The rule has been phased in slowly, over a period of years.

Washington State Nurses Association
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Mark your Calendars!!

**22nd
Annual
Nurse
Legislative
Day**



**Keynote
Speaker:
U. S. Senator
Patty Murray
(invited)**

**Monday, January 26th, 2004
Washington Center for the Performing Arts
Olympia, WA**

**Join hundreds of nurses, nursing students and friends from around
the state in an energizing, educational, fun-filled day.**

This is your opportunity to:

- ✓ **Learn about critical nursing and health care legislation to be considered during the 2004 Legislative Session.**
- ✓ **Obtain the skills needed to become a citizen lobbyist. Learn how to communicate effectively with your elected officials.**
- ✓ **Meet with hundreds of nurses and nursing students throughout Washington state.**
- ✓ **Visit with your state representatives and let them know which issues are important to you.**
- ✓ **Unite with other nurses and educated lawmakers on nursing and health care issues.**

Washington State Nurses Association
575 Andover Park West, Suite 101, Seattle, WA 98188 (206) 575-7979 www.wsna.org



22nd Annual Nurse Legislative Day

Monday
January 26th, 2004
in Downtown
Olympia

Keynote Speaker
U. S. Senator
Patty Murray
Washington State

Education Workshop

**Meet Your
Legislators**

22nd Nurse Legislative Day Registration Form

To pre-register and receive advance materials, please return this registration form by **January 10th, 2004** to: WSNA, 575 Andover Park West, Suite 101, Seattle, WA 98188, or fax 206/575-1908.

Registration Fees:

- ☐ \$15 Students* who pre-register
- ☐ \$25 Students* who register late/at the door
- ☐ \$40 Pre-registered WSNA, ARNP United, AAPPN, WANA, AORN and SNOW members
- ☐ \$50 Pre-registered non-members
- ☐ \$60 Late registrants

* student is a non-RN nursing student working towards becoming an RN. RNs in school to complete a bachelor's degree or higher do not qualify for student rate.

The Ramada Inn Governor House is holding 30 rooms at a special rate for us on the night of January 25th. Please call the hotel at (360) 352-7700 for reservations by January 5th for the special rate.

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

Schedule:

- 7:30 to 8:30 am **Registration/Check-in** Enjoy complimentary coffee and rolls
- 8:30 to 8:40 am **Welcome & Introductions**
- 8:40 to 9:40 am **Current Legislative and Regulatory Nursing Issues**—Presented by WSNA Legislative and Health Policy Council
- 9:40 to 10:00 am **Break**
- 10:00 to 11:00 am **Keynote Address**—U. S. Senator Patty Murray (invited)
- 11:00 to 11:15 am **Break**
- 11:15 to 12:30 pm **Concurrent breakout sessions** (choose one):
- ☐ *Grassroots Political Action*—Basics of Legislative Advocacy
 - ☐ *Medical Malpractice Insurance*—Tort Reform
 - ☐ *Health Care Access*
- 12:30 to 5:30 pm **Lunch on your own, attend hearings and visit with your legislators**

Registrant Information

Each registrant must complete his or her own form; photo copy as needed

\$ _____ Registration Fee (pre-registration rates apply through January 10th, 2004)
\$ _____ PAC contribution **Total Payment Due \$ _____**

Name: _____ Credentials: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Daytime Phone: _____ / _____ - _____

E-Mail Address: _____

Legislative District or name of one of your state representatives: _____

Payment

- ☐ Check payable to WSNA-PAC
 - ☐ Visa/Mastercard Card #: _____ - _____ - _____ - _____
- Expiration Date: _____ Cardholder's Name: _____
- Cardholder's Signature: _____

WSNA 575 Andover Park West, Suite 101, Seattle, WA 98188 Ph: 206-575-7979 Fax: 206-575-1908

WSNA Initiates New Public Health Nursing Special Interest Group

On May 3, 2003 WSNA nurses interested in community and public health nursing attended a meeting in Seattle in conjunction with the WSNA convention to determine the level of interest of nurses in forming a WSNA-sponsored Public Health Nursing Special Interest Group and to discuss initial ideas about possible goals and objectives for such a group. A second meeting was held on October 14th in Yakima in conjunction with the Washington State Public Health Association's Joint Conference on Health. Currently several organizations represent various aspects and interests of community and public health nurses, however no one organization represents all of these. Groups attending at least one of the first two meetings included public health staff nurses represented by WSNA, SEARCHN (Society of Educators, Administrators and Researchers in Community Health Nursing), the Public Health Nursing Directors of Washington, the Washington Association of Occupational Health Nurses, the School Nurse Organization of Washington (SNOW), and the Washington State Department of Health and the Community Clinics. Janet Promomo, a recent member of the WSNA Professional Nursing and Health Care Council, facilitated the first two meetings.

The initial reasons for forming a PHN Special Interest Group within WSNA relate primarily to professional nursing practice issues. Initial goals identified so far include the following:

- Promote public health nursing as an essential service within the public health system
- Protect and promote the scope and standards of practice of public health nursing, including certification
- Promote the professional development of PHNs
- Provide a mechanism for all PHNs (including staff nurses, managers, educators, researchers and others) for networking and peer support.
- Educate policymakers and the public about the importance of public health and public health nursing
- Support initiatives that ensure funding for public health and public health nursing, including PHN intervention services.

Groups targeted for involvement included: WSNA, SEARCHN, SNOW, WSPHA (Washington State Public Health Association), WSHA (Washington State Hospital Association), Mental Health, Children's, PHN Administrators and PHN Directors, Department of Health (DOH) nurses and DSHS nurses, Community Clinics, the Tribes, the US Public Health Commissioned Services and any other interested nurses.

Next Steps and Actions Planned:

- Hold the next meeting in conjunction with the WSNA Nurse Legislative Day in Olympia on January 26, 2004.
- Continue to add individuals and groups to the email/contact list.

- Contact other groups to inform them of the Special Interest Group formation.
- Identify permanent leadership for the WSNA group at the January 26th meeting.
- Need research data related to cost and outcomes of the contributions made by PH nurses.
- Write articles, letters about PH nursing for consumers and the Washington Nurse.
- Contact other PHNs who are interested in being part of this group.
- Assure that WSNA Survey of political Washington State elected positions includes questions that reflect public health nursing

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.***



WSNSA-PAC Board of Trustees met in September and preparations are well under way for the 2004 Nurse Legislative Day on Monday, January 26th in Olympia (see registration form elsewhere in this issue of the WA Nurse). We have invited U.S. Senator Patty Murray to be the keynote speaker. In addition, we will have breakout sessions on important issues such as health care access and medical malpractice reform.

In addition, the PAC Board is making plans to embark on an aggressive fundraising campaign in 2004 to help elect more lawmakers who are supportive of nursing. So please join us at **Nurse Legislative Day** and consider making a contribution to WSNA-PAC so that we can continue our work in educating candidates about the important nursing issues and elect officials who can assist us in achieving our goals.

The Legislative and Health Policy Council met in October to propose the 2004 Legislative & Health Policy Platform and the 2004 Legislative & Regulatory Agenda. These will be submitted to

the WSNA Board of Directors for approval in November.

Nursing shortage related issues such as nursing workforce data collection, RN faculty salaries, funding for nursing enrollments and RN scholarships continue to be our legislative priorities for next year. In addition, we will continue

our efforts on the *Patient Safety Act* to ensure safe RN staffing standards in order to ensure quality patient care.

Please check our website www.wsna.org in December for the official 2004 Legislative & Health Policy Platform and the 2004 Legislative & Regulatory Agenda.

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.

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Attention all WSNA Contract Nurses

Because WSNA is a member of the United American Nurses (UAN) and the UAN is a member of the AFL-CIO, WSNA members who are covered by a WSNA collective bargaining contract, now have access to additional cost-savings on certain AFL-CIO insurance, education services, mortgages and more, through the UAN's participation in AFL-CIO's Union Plus program.

Go to www.unionplus.org and select "UAN" to learn more about benefits available to you.

IOM to Release Nurse Work Environment Study on November 4th

The Institute of Medicine will be releasing its new report, "The Work Environment for Nurses and Patient Safety," during a one-hour public briefing on Tuesday, November 4, at 11:00 am EST. Interested individuals can participate by listening to a live audio webcast (requires free RealPlayer) and submitting questions using an e-mail form, both accessible on the National-Academies.org home page during the event. For more information, go to www.national-academies.org

WSNA Co-sponsors "In Harm's Way: Toxic Threats to Child Development on November 8th"

This day-long conference will explore the role that environmental chemicals play in the development of learning disabilities in children. It will be held Saturday, November 8th, 2003 8:30 am to 5:00 pm at Mary Gates Hall, University of Washington Campus in Seattle. The conference will discuss the medical

science behind the concerns, as well as the role that health care professionals can play as public health advocates. CME credit and nurse contact hours are currently pending. Cost is \$75 for nurses and includes lunch. You can download the registration form and look at the training materials and the report that the conference is based on at: www.wpsr.org/environment/ihw.htm

Nurse Practitioner Study Volunteers Needed

A request from ARNP nurse researchers, Marie-Annette Brown and Louise Kaplan: We recently completed a survey of nurse practitioners (NPs) and barriers to prescribing related to Schedule II-IV medications. Two commonly reported barriers were concerns about patients perceived to have drug seeking behaviors and a lack of expertise about these drugs. We plan to conduct focus groups and interviews with NPs to learn more about these barriers.

Although we will not be ready to begin this research for a few months, we are beginning to recruit volunteers. If you are willing to participate in this project, please contact Louise Kaplan at kaplanla@wsu.edu or call 360-956-1164. If you volunteer now this will in no way obligate you to participate when we are ready to conduct the research. We appreciate your willingness to consider being part of our study.

Study Identifies ANA in List of Most Influential Groups

A recently published study "Coalitions and Interest Group Influence over Health Policy," presented at the annual meeting of the American Political Science Association has identified ANA

among the top twenty-five groups with influence in health policy.

The purpose of the study was not just to discover which groups' reputation for influence is the strongest, but also to discover why. Results showed that interest groups boost their reputations through reliable lobbying, grassroots organization, and strategic coalition building. Size of the group and financial resources make a significant difference, but smart organizing and coalition building are significant counter weights. ANA finished strongly in the study, rating 17th out of the 171 groups studied in the survey.

WSNA's Maggie Flanagan, Featured in ANA's New "Handle with Care" Ergonomics Campaign

Recognizing that more than a third of all nursing personnel are affected by back-related injuries, the American Nurses Association (ANA) unveiled a proactive, multi-faceted campaign aimed at promoting safe patient handling and preventing musculo-skeletal disorders (MSDs) among nurses. For valuable background information, factsheets, position statements, and more go to the "Handle with Care" on the ANA NursingWorld Web site at <http://www.nursingworld.org/handlewithcare/>

WSNA and other state and specialty nursing organizations are joining in the campaign and will be supporting it in a variety of ways. ANA will be adding information and updates to the Web site as the campaign unfolds and builds momentum. WSNA's Maggie Flanagan, a member of the WSNA-PAC and a staff nurse at Multicare in Tacoma, provided a testimonial



about her own personal experience with back injury and the importance of good ergonomics and is featured in the newly launched campaign – for a copy of her testimonial go to

<http://www.ana.org/handlewithcare/testimonial.htm>

Critical Care Nurses to Hold Annual Symposium in Portland Oregon

The Greater Portland Chapter of the American Association of Critical Care Nurses, Oregon Society of Critical Care Medicine, and Beta Psi Chapter of Sigma

Theta Tau invite you to the 30th Annual Critical Care Symposium in Portland, Oregon, November 20-21, 2003. For further information about this press release, please contact Susan Thornton at (360) 901-6948, fax (206) 339-5739 or email sthornton@acutecareed.com

Betsy Nowlis, retired
Shoreline Community College
Faculty member

Elizabeth “Betsy” Ann Nowlis R.N., M.N., Ed.D, 74, passed away September 23, 2003. Elizabeth was a lifelong nursing educator and author who was extremely involved in the Hospice movement. She was deeply committed to the American Cancer’s Society Camp Good Times that provides unique camp experiences for children and siblings affected by cancer. To all her endeavors, she brought good humor, great wit, and a deep sense of humanity. She is survived by her five children, Jan, Mike, Tim, Suzanne and Diane Dillard. She is also survived by her son-in-law Tom Dillard, grandchildren Hanna and Ellie. The family wishes to express our special gratitude to Jolene Orr and Toni Ensslin for their commitment, kind attention and love.

Please join us October 26, 2003, 3:00-6:00 pm, at 6040 Princeton Ave, N.E., Seattle, WA. 98115 (206) 524-1775 to gather and celebrate her life with good food, good wine, and great company. Please bring stories and memories to recognize a remarkable life. Free valet parking will be provided. *In lieu of flowers, please send donations to American Cancer Society Camp Good Times.*

Mary Ella Adams, RN,
former WSNA Executive
Director

Mary Ella Adams, RN, Executive Director of WSNA from 1948 through 1960, who was retired and living in Pennsylvania, passed away peacefully in late September after a long illness. She was 92. A graduate of St. Luke’s School of Nursing in Spokane, she also attended Simmons College in Massachusetts and received her BSN and Public Health Nursing Certificate from the University of Washington.

Throughout her distinguished career in nursing, Ms. Adams was active in public health and nursing education. Immediately prior to coming to work for WSNA, she was Executive Secretary of the Board of Professional Nurse Registration in Washington State. Prior to that, she held successive positions as instructor, educational director and acting director of the School of Nursing at St. Luke’s Hospital in Spokane and worked as a public health nurse for the Thurston County Public Health Department and the Tacoma City Health Department. She also served on many ANA committees and the ANA Board of Directors.

During her tenure as WSNA Executive Director, there was

significant development and progress in the economic security program for nurses and other practice and educational programs; the first WSNA staff were assigned to represent the interest of the membership at every session of the state legislature; there was a 43 percent increase in membership; a 340 percent increase in budgeted committee activities and the first member benefit insurance programs were started.

Linda Hein, PhD, RN,
Former Director of the Clark
College Nursing Program

The former director of the Clark College nursing program, Linda Hein, 59, died Friday, August 22, 2003 at home in Vancouver. Ms. Hein retired from Clark College in 1999. She was a world traveler who enjoyed learning about other cultures. Her travels had included trips to China, Russia, Australia, New Zealand, Spain, Norway, Sweden and Denmark.

An experienced educator, Ms. Hein helped guide thousands of students through the process of becoming a nurse. Her direction helped shape the futures of nurses both locally and across the country. Ms. Hein was very interested in complementary therapies and had studied to become a Reiki master.



In Memorium

She had her own practice in Reiki therapy and started a local Reiki circle.

Ms. Hein was a long time member of the Washington State Nurses Association. She was active in the local district and had served on the board. She was also a member of the Holistic Nurses Association and had been active with that group. Memorial contributions may be made to Hospice Southwest, PO Box 1600, Vancouver, WA 98668.

Anne Zimmerman, ANA Past President (1914-2003)

It is with great sadness that we report the passing on September 10 of ANA past president (1976-78) Anne Zimmerman, RN, FAAN, a pioneer in the movement to improve nurses' economic status and nurses' control of practice. In 1980, Anne received ANA's **Shirley Titus Award** in recognition

of her contributions as director of the ANA's Economic and General Welfare Program (1951-52) and as a member and chair of the Committee, and later the ANA Commission, on Economic & General Welfare. She was one of the nation's foremost authorities in this area. For more information and a eulogy by Margretta Styles go to: <http://www.nursingworld.org/about/zimmerman.htm>



WSNF News

The Washington State Nurses Foundation (WSNF) has had two very successful years in providing financial support for nurses and nursing students. The WSNF mission is "to acquire and develop funds for clinical, literary, scientific and educational advancement of the nursing profession."

As stewards of the WSNF funds, our goal is to have a diversified and balanced portfolio and to make prudent investment decisions. Even with the economic downturn, WSNF investments in 2001-03 outperformed the market average. The primary fund raising event in 2003 was the auction that raised \$7,914. WSNF provided over \$31,000 in support of students and nurses' education, practice, and research activities throughout Washington. WSNF funded: \$17,600 in scholarships; \$7,376 in research by graduate nursing students and nurse researchers in Yakima, Spokane, Seattle, and Tacoma; and \$6,170 for nurses' education or for their community activities with children.

The WSNF goal for this next year is to raise \$8,000 for nursing students and nurses' valuable activities in Washington State. *WSNF needs your help to achieve*

this goal! Several opportunities are available for your contributions:

- designate WSNF as the charity in your United Way contribution
- one time gift
- pledge over several years
- planned giving
- gifts of stock.

Another option is to obtain a donation from a local corporation. Approaching a corporation is a way to educate the public about nursing and obtain additional resources.

Your contribution can be designed for the WSNF general grant and scholarship fund, for one of our specific funds, as a memorial, or to honor someone special in your life.

On behalf of the recipients of WSNF funds and the WSNF Board of Trustees – our sincere thank you for your support. We hope you will continue to support WSNF financially and by publicizing the

need and activities. Donations to WSNF can be sent to Washington State Nurses Foundation, 575 Andover Park W., Suite 101, Seattle, WA 98188. Call 206-575-7979 for additional information.

The due date for 2004 scholarship applications is February 13, 2004. The applicant must be currently enrolled in any program within the State of Washington, leading to a nursing degree, generic, RNB or higher degree, and must have completed at least 12-15 nursing credits. Awards will be made in May 2004. Contact Barbara Bergeron at WSNA to request a copy of the Scholarship application form. She may be reached by calling 206-575-7979, ext 3024 or via e-mail at bbergeron@wsna.org

**Maureen Niland
WSNF President**



**District 2, King County
Nurses Association**

**Scholarships Available through
King County Nurses
Association**

Looking for some help financing your education in Nursing? This year, KCNA will award a total of eleven scholarships:

Basic Program:

Seven general scholarships of \$1,000 each will be awarded to students preparing for a career as a Registered Nurse. At least one is designated for an ethnic minority student.

RN Baccalaureate (RNB)

Program:

Two scholarships of \$1,000 each will be awarded to a Registered Nurse in a program leading to a Bachelor's degree in Nursing.

Valerie Weiss Memorial

Scholarship Award:

One scholarship of \$1,000 will be awarded to a current RN working toward and advanced degree in Nursing or a related field. The award is given as a lasting legacy to an outstanding nurse whose professional commitment was an inspiration to her colleagues and patients alike.

JoAnn Kerrick Memorial

Scholarship Award:

One scholarship of \$1,000 will be awarded to a basic nursing student, a RNB candidate, or an RN working toward an advanced degree. The

scholarship is a memorial to a respected nurse who made major contributions to the disabled population, and the recipient will have demonstrated a special interest in or commitment to that population.

For more information, call 206-545-0603 or visit our Web site at www.kcnurses.org. The scholarship **deadline is March 1, 2004**.

Looking Forward

KCNA and Bastyr University will offer a **Complementary Medicine Seminar** on Saturday, April 3, 2004 at Bastyr University. The seminar will feature sessions on Drug and Herb Interactions and Naturopathic Strategies for Perimenopausal Problems. For more information, visit www.bastyr.edu/continuinged.



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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.

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Elyse M. Kleidon
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