

THE WASHINGTON NURSE

SUMMER 2004
VOLUME 34 NO. 2

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WSNA Nurses' Voice Heard at ANA Convention! ... pages 4-12



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THE WASHINGTON NURSE

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Summer 2004

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The information in this newsmagazine is for the benefit of WSNA members. WSNA is a multi-purpose, multi-faceted organization. *The Washington Nurse* provides a forum for members of all specialties and interests to express their opinions. Opinions expressed are the responsibilities of the authors and do not necessarily reflect the opinions of the officers or membership of WSNA, unless so stated. Copyright 2003, WSNA. No part of this publication may be reproduced without permission.

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ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

August

- 6 WSNA Board of Directors
- 16 WSNA-PAC Board of Trustees

September

- 6 Office Closed – Labor Day
- 9 WSNF Board of Trustees
- 19-22 UAN National Labor Leader Institute – Seattle
- 21 Washington Nursing Leadership Council
- 21 Washington Center for Nursing Board
- 25 CEARP Committee
- 25-26 CE & GW – Lake Chelan
- 26 Statewide Local Unit Council – Lake Chelan
- 27-28 15th Annual WSNA Leadership Conference – Lake Chelan
- 29-Oct 1 Governor's Health and Safety Conference – Spokane

October

- 4-6 11th Annual Joint Conference on Health – Wenatchee
- 9 CEARP Committee (tentative)
- 14-15 CNEWS – Seattle
- 16 CEARP Committee (tentative)
- 21-22 UW Primary Care Conference – Seattle
- 29 WSNA Finance Committee
- 29 WSNA Board Executive Committee
- 30 PN & HC Council

November

- 2 **NATIONAL ELECTION DAY – Remember to Vote!!!**
- 10 ARNP Coalition Meeting
- 19 WSNA Board of Directors
- 25-26 Office Closed – Thanksgiving Holiday

December

- 14 Washington Nursing Leadership Council
- 24-31 Office Closed – Christmas Holiday

Important Dates

May 5-6, 2005

Biennial WSNA Convention/ Summit
Seattle, WA

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**INFORMATION RESOURCES AVAILABLE
WSNA WEBSITE:
[HTTP://WSNA.ORG](http://wsna.org)**

Time passes quickly and suddenly it is time for me to have that “Newsletter-Chat” with you again!

This has been a very busy time for me since we last “talked.” The Association – members and staff – have been very busy with successful contract negotiations, National Nurses Week activities, follow-up from the legislative session and, most recently, with the national ANA Convention, ANA House of Delegates and the UAN National Labor Assembly meetings in Minneapolis (see related articles). These national meetings were very busy sessions for your elected delegates and you can be proud about how committed and diligent they were as they went about fulfilling their responsibilities. Although the outcomes may not always have been exactly as we had hoped, we worked long and hard to make them something that will work well for all of us here in Washington State and throughout the United States.

One of the advantages of these national meetings is that it brings nurses together from all across the nation and as a result, we have an opportunity to share information and learn from each other. Best practices, new ideas and approaches were readily shared. It is also an opportunity to learn from others of potential threats and areas of concern. One of the disturbing things we found while there is that several states are currently experiencing raid threats by non-AFL-CIO affiliated unions and some are in active raid situations.

These efforts to undermine our State Nurses Associations, ANA and our national nurses union – the UAN – are very disturbing and should be a wake-up call for us to heed. WSNA knows all too well the

dangers the threat of raids can bring – but it also is an opportunity for us to look within, improve what we do and strengthen our resolve about how important it is for *Nurses to Represent Nurses* through WSNA! It’s an opportunity to reaffirm the choice we made and re-made that WSNA – and with it, the ANA and the UAN – is THE choice for the best representation of registered nurses in all areas of the profession and where we have the most say in how we choose to run our labor program.

Currently Hawaii and Illinois are in the throes of being raided by the California Nurses Association – a non-AFL-CIO union and not affiliated with the UAN or ANA. These threats to our sister states by such predatory unions do not advance the labor movement by organizing new workers, rather it weakens us all by diverting precious resources from doing the important representational work we do on behalf of all nurses. It is something that caused great concern among all of the state delegations and we were united, loud and vocal in our support for each other in order to strengthen our commitment that – together with the UAN and ANA – all states will join together to fight off this threat and build a continuing support system that answers what we have decided is the best choice for our representation for nurses – the State Nurses Association, the UAN and the ANA. I will keep you posted on these efforts in the coming months.

We are also fully engaged now in the busy election season which requires a lot of action on the part of our members in order to represent nursing’s interests and prepare for the legislative session. These include tracking the issues

relating to health care as well as issues of importance for minorities and women. Many of us over the years have participated in the early efforts both legislatively and politically that have resulted in a better standing in society and the ability to earn a living/saving wage and to control of our own bodies and make decisions that fit our varied and diverse life styles. We need to keep in mind that we haven’t finished with these causes – just because legislation is passed, doesn’t mean it can’t be changed – so we must be ever vigilant and active to preserve these hard-fought gains.

It is still a time that the difference in salaries for men and women are not equal and even in nursing, the difference is less for women than men. We see these differences reflected in many other areas like direct payment for nursing services and the need for independent ARNPs to have a contract with a physician for advanced prescriptive privileges. If any of you are working in any of these areas or are interested in doing so, please let us know who you are – we can use your help and we can help keep you informed about what is happening and together find new ways we can all help to continue this work.

Joanna Boatman, RN
WSNA President



Washington's Nurses Voice Heard during ANA Convention in Minneapolis

ANA Convention Education Programs

Preventing back injuries, gaining competency in basic disaster life support and care of the aged, and embracing **Magnet™** hospital best practices in staffing were among the wide-ranging educational topics featured at the American Nurses Association (ANA) 2004 Biennial Convention, June 26–30 in Minneapolis, MN.

“Nurses: Your Voice, Your Health, Your Life – Your Career” was the theme of the convention, which offered more than 120 educational sessions covering a range of topics and practice areas, and some of nursing's top speakers, who shared their knowledge and experiences.

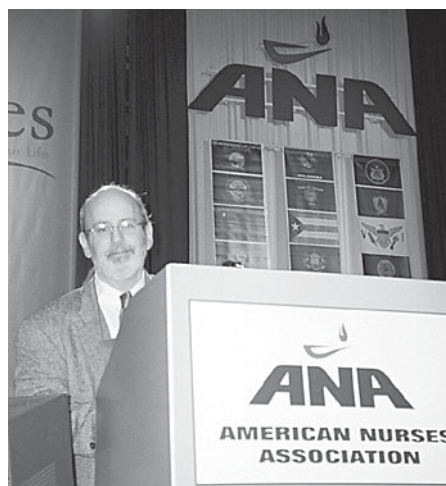
The keynote address at the four-day event was the United States Surgeon General Vice Admiral Richard Carmona, MD, MPH, FACS who is one of our nation's chief spokespersons on public health and medicine. During his long, distinguished career, Dr. Carmona has served

in a variety of roles in the medical field, including paramedic, educator, surgeon and as a registered nurse!

A special pre-conference session on preventing back injuries focused on the progress being made in ANA's *“Handle with Care”* ergonomics campaign, which was launched last September. The campaign seeks to mount an effort to prevent back and other musculoskeletal injuries that afflict up to 52 percent of nurses – through greater education and training and the increased use of assistive equipment and patient handling devices.

Another highlight of the convention was the ANA-PAC fundraising event featuring Newsweek correspondent Eleanor Clift, who discussed her book, *“Ordinary Women, Extraordinary Lives: The Founding Sisters and Their Struggles for the 19th Amendment.”* Her discussion was followed by a special presentation of HBO's movie *Iron Jawed Angels*.

Environmental health issues were highlighted through another



At the podium, David Keepnews chairs the Reference Hearing.

special entertainment event, a showing of *“Blue Vinyl,”* which premiered at the 2002 Sundance Film Festival. This film served to ignite a consumer revolution to phase out polyvinyl chloride (PVC). Considered “the worst polluter ever,” PVC is associated with dioxin – the most potent carcinogen known – and ethylene dichloride, which together can cause multiple types of severe health problems. The film was co-sponsored by Healthcare Without Harm.

WSNA Members Visible and Active in the ANA House of Delegates

Creating a culture of safety, protecting the environment and ensuring advanced practice registered nurses' (APRNs) ability to practice fully are just some of the issues that nurse leaders participating in ANA's House of Delegates (HOD) acted on while meeting June 25 through the 29th.



Surgeon General Vice Admiral Richard Carmona and Sally Herman

The ANA HOD is comprised of 630 nurses, largely from ANA's constituent member associations (CMAs). This year, as a result of the 2003 bylaws amendments, ANA's organizational affiliates had both voice and votes in the House of Delegates.

Washington State was allotted 24 delegates and was fully represented in the HOD and in leadership roles as well with Jan Bussert serving as ANA Treasurer and David Keepnews as Chair of the ANA Reference Committee. WSNA delegates attending the convention were: Kim Armstrong, Marty Avey, Sally Baque, Joanna Boatman, Debra Brogan, Vicki Everette, Susan Jacobson, Sonja Kavamme, Mike Krashin, Aaron Lebovitz, Judy Miller, Sonya Miller, Pam Newsome, Carol Oeljen, Jean Pfeifer, Lisa Ross, Peggy Sala, Debbie Sullivan,

Judy Turner, Ida Wade, Vicki Wornath, Lousie Kaplan, David Keepnews, Sally Herman. Also attending were WSNA staff Judy Huntington, Barbara Frye and Liz Ford.

WSNA's delegates were active and visible at the microphones at the reference hearings and during the debate on issues at the House of Delegates. They were also active working on campaigns and running for office. WSNA's Jan Bussert was elected to a two-year term as ANA Treasurer, a role she has been filling since October 2003 when she was appointed to fill a vacancy created when the current treasurer resigned.

Susan Jacobson was nominated and ran from the floor for the ANA Nominating Committee and although she was not elected she came very close! She says she learned a lot and is

planning on running again in the future!

WSNA delegates were also active as ambassadors of good will to the two Hall of Fame Recipients – Imogene King, EdD, MSN, RN, FAAN, and Luther P. Christman, PhD, RN, FAAN (see pictures on adjacent pages) – and were enthralled by the opportunity to meet and talk one on one with these icons of nursing. For more on King and Christman go to

<http://www.nursingworld.org/pressrel/2004/prhof04.htm>

Blakeney Reelected to Second Term as ANA President

Delegates elected Barbara Blakeney to a second two-year term as ANA President. Also re-elected to serve two-year terms as officers of the Board include Patricia S. Yoder-Wise (TX), who was re-elected as first vice president; Mary L. Behrens (WY), elected as second vice president; and Katheren Koehn (MN), who was re-elected as secretary.

The elected at-large board members include Linda Beechinor, (HI), Ernest J. Grant (NC), and Linda S. Warino (OH). Elected to the at-large board staff nurse positions were Ann Converso (NY); and Patricia A. Koenig, (MN).

Elected to the Congress on Nursing Practice and Economics include Karen A. Ballard (NY), Virginia Burggraf (VA), Emma



First Time Delegates and Imogene King (center, sitting)

L. Doherty (KS), Ann Mabe Newman (NC), and Jeanne Surdo (MN).

Elected to the Nominating Committee: Brenda L. Cleary (NC), Mary H. Griffith (AZ), Barbara Lovinia Mims (OH) and Elaine Williams (IL). For more details on the elections go to <http://www.nursingworld.org/pressrel/2004/pr0630a.htm>

ANA HOD Actions Urges Use of IOM Report Findings

In one of its first actions, the HOD approved a measure that builds on recommendations by the Institute of Medicine (IOM) outlined in a report called *Keeping Patients Safe: Transforming the Work Environment of Nurses*, which addresses needed workplace changes – including maintaining appropriate staffing – to prevent medical errors and ensure quality patient care.

Specifically, delegates called on ANA to use the IOM report recommendations as a guide for establishing research, safety and quality of care policy priorities. The measure also calls for ANA to reaffirm the strategies and objectives that the nursing community identified three years ago in its groundbreaking, strategic document, *Nursing's Agenda for the Future*.

Support for Advanced Practice Roles and Clinical Privileging

In another action, delegates

agreed with a plan to ensure ARNPs' rights to provide care as defined in their scopes of practice. This action was spurred by policies in some health care facilities in which medical staff determines who can have clinical privileges and oversee patient care – essentially preventing some ARNPs from practicing fully.

The HOD wants ANA to develop an ARNP clinical privileging model that incorporates standards that preserve the professional autonomy and the integrity of nursing practice; recognize the full scope of the ARNP's role; integrate with systems mandated by external regulatory and accrediting entities; and be consistent with a clinical staff privileging process that includes

ARNP participation.

The ANA also is being called on to work with other groups to advance this effort and promote the incorporation of a clinical privileging model into the **Magnet™ Recognition Program**.

Delegates also discussed the valuable role that technology can play in preventing medical errors. However, they want to ensure that technology does not replace or interfere with RNs' clinical judgment. A resolution was passed asking ANA to support the essential role of the individual RN in maintaining responsibility and accountability for independent decision making related to patient care in keeping with the scope and standards of nursing practice. Further, delegates directed that ANA promote RN



Luther Christianman with ANA President Barbara Blakeny and Pat Holloman

involvement in the research, development, evaluation and purchase of technological systems that support their critical thinking and decision-making. And, stressed these systems must be integrated into the workplace without increasing staff work load or intensity and while improving the safety and quality of patient care.

Environmental Issues

The HOD approved two resolutions addressing environmental issues. One centers on the need for ANA to define how nurses and the profession can assume leadership in reducing the burden of environmentally associated disease now and in the future. Delegates called on ANA to provide that leadership by developing environmental health principles based on the "Precautionary Principle." (When using the precautionary principle, health care workers use products and practices that do not harm the environment.)

The other environmental action centers on the agricultural use of antibiotics leading to antibiotic resistance in humans. Specifically, delegates asked ANA to urge Congress, meat and poultry producers and bulk purchasers of meat to promptly phase out the non-therapeutic use of medically important antibiotics and the use of fluoroquinolones (a class of drugs that includes ciprofloxacin) in poultry.

The Health Care Environment

Delegates voiced their concerns about the need to protect the integrity of the scientific peer-review process from political and ideological forces. The HOD subsequently approved a resolution that ANA oppose any political or ideological interference in the conduct of rigorous, apolitical peer review of research provided by experts in the respective field of inquiry and related funding processes.

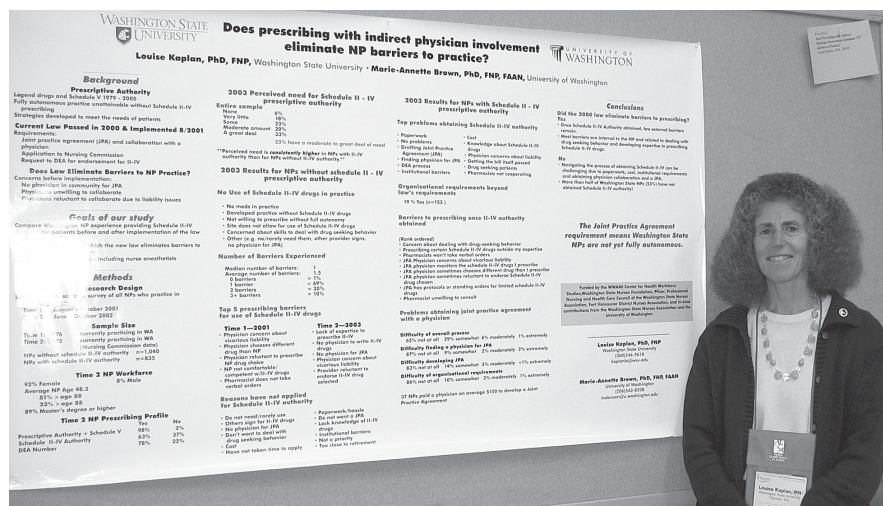
Protection of Consumer Safety in Pharmaceutical Imports

In another resolution, delegates addressed the need for patient safety and nursing practice measures to be implemented in light of medication cost-savings efforts, such as the movement to

purchase drugs from other countries. Specifically, delegates want ANA to affirm the need to examine and address the potential patient-consumer safety and nursing practice implications of current efforts to reduce spending on drugs, and to support efforts to raise awareness of the potential impact of pharmaceutical cost-containment efforts on patient safety.

ANA Actions to Protect the Rights of Members

The HOD passed a resolution intended to protect the rights of all CMA nurses to participate in ANA, as well as strengthen CMAs. Specifically, CMAs must continue to pay dues to ANA unless two-thirds of the entire membership votes to discontinue its partnership with the national association. The intent is to protect the membership from disaffiliation attempts by outside



Louise Kaplan and her poster session

agitators who infiltrate some CMAs such as happened in Massachusetts and Maine.

ANA Dues Escalator Approved

Delegates also approved a request by the ANA Board of Directors that will provide periodic increases in the dues paid to ANA by CMAs – called a “dues escalator” – that will be tied to the Consumer Price Index-Urban (CPI-U). The increased funding will be used to strengthen ANA initiatives to ensure that it remains the

singular, national voice of nurses.

The dues escalator will be calculated on an annual basis, implemented every three years without additional HOD action, and will be rounded to the nearest dollar. The first increase will occur in January of 2005 and will amount to an increase in the annual ANA dues of about six dollars (0.50 a month).

Other Actions

Delegates passed a resolution condemning the death sentences handed down to five Bulgarian

nurses and a Palestinian physician in Libya. The six health professionals were falsely accused of spreading HIV in a children’s hospital in Benghazi, Libya.

In another measure, delegates want ANA to support U.S. ratification of two United Nations treaties: the “Convention on the Rights of the Child” and the “Convention on Elimination of All Forms of Discrimination Against Women.”



Alaska and Washington delegates discuss issues



A tired but successful candidate, Jan Bussert is welcomed by the Washington delegation



Barbara Frye gives up delegate credentials to Louise Kaplan as Judy Huntington makes the change



Joanna Boatman in discussion with Susan King, ED from Oregon



Debbie Sullivan, Sally Herman, Kim Armstrong and Sally Baque enjoy dinner 'out on the town!'



Debbie Sullivan at the Cyber Cafe



Lisa Ross enjoying opening night picnic



WSNA Delegates to ANA Convention in Minneapolis



ANA President Barbara Blakeny and her famous COW



Sonja Miller in discussion with Vicki Wornath and WSNA President Joanna Boatman



Sonja Miller catches a ride at the exhibits



Teresa Stone, Jan Bussert, Becky Patton, Debbie Sullivan and Sally Herman



Susan Jacobson (r) at the exhibits



Kim, Jean, Sally and Joanna



Pam Newsome seeks advice from WSNA President Joanna Boatman and WSNA Exective Director Judy Huntington



Susan Wilburn



Pat, Jan and Kathy



Barbara Frye at HoD

UAN Delegates Ratify Founding Constitution

WSN^A was represented in the United American Nurses's (UAN) fifth annual National Labor Assembly (NLA) held this year in Minneapolis, Minnesota on June 26 and 27, by seven elected delegates: Kim Armstrong, WSNA E&GW Cabinet Chair, led the delegation which also included Marty Avey, Tim Davis, Susan Jacobson, Judy Miller, Debbie Sullivan, and Vicki Wornath. Barbara Frye, WSNA E&GW Program Director and Judy Huntington, WSNA Executive Director, attended as staff representatives to the delegation. Several of the delegates had served as delegates at preceding meetings of the UAN, so WSNA was again well represented by experienced leaders and able to mentor newly UAN delegates to this important role.

The majority of the work of the NLA delegates was concentrated on the proposed UAN Constitution, which was developed by the UAN Structure Committee through a year-long process that included meetings and consultation with elected leaders and staff in every UAN state. After two days of intense debate and amendments, the 94 delegates to the NLA overwhelmingly ratified UAN's founding constitution. The newly adopted Constitution will be available soon online at www.UANNurse.org. It will also be printed and mailed to NLA delegates by Aug. 31 and copies will be available from WSNA or the UAN.

WSNA delegates 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 Constitution, considered 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. Two WSNA members also ran excellent campaigns for UAN elected office. Tim Davis, WSNA Cabinet member and NLA delegate ran for a position on the UAN Nominating Committee and was elected. Kim Armstrong also ran from the floor for an at-large position on the UAN Executive Committee and unfortunately lost, but only by a very narrow margin.

Most of WSNA's delegates to the UAN NLA remained in Minneapolis to continue working as elected delegates from Washington State to the ANA House of Delegates. The hard work of all these delegates is greatly appreciated. Their efforts and commitment helped the NLA make decisions that continues to advance the workplace interests and concerns of staff nurses everywhere.



SAVE the Date

Why should you plan to be there?

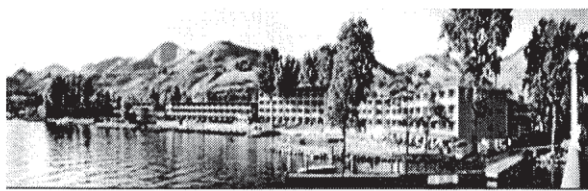
- Earn CE's
- Network with other Local Unit leaders
- Receive training to help run your Local Unit
- Have some fun!!!

2004 LEADERSHIP DEVELOPEMENT CONFERENCE

WSNA
Nurses for Nurses

September

26 - 28. 2004



Campbell's Resort (800)-553-8225 for reservations
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E-mail wsna@wsna.org

WSNA General Assembly/Convention/Summit–2005

Seeking Nominations for WSNA Elected Offices—WSNA is seeking nominations for elected offices. Elections will occur by mail ballot following the WSNA General Assembly/Convention/Summit to be held May 5-6, 2005, at the DoubleTree Suites at Southcenter in Tukwila, Washington. Each candidate for WSNA office must complete a Consent to Serve form and a written statement on his or her stand on WSNA programs. All WSNA members are eligible for office, however, candidates for the Cabinet on Economic and General Welfare (CEGW) and the Economic and General Welfare Nominating/Search Committee, must be members of a WSNA bargaining unit or be bargaining unit eligible. Candidates for delegates to the 2006-2007 ANA United American Nurses (UAN) National Labor Assembly must be WSNA members of a bargaining unit represented by WSNA throughout the term of office as a UN delegate. **Deadline for receipt of nominations at WSNA Headquarters is November 1, 2004.**

For more information, or to request a Consent to Serve form, contact Barbara Bergeron at WSNA, telephone 206-575-7979, ext. 3024, or by e-mail : bbergeron@wsna.org

The following offices are open to candidates and unless otherwise indicated, all offices are two year terms.

Board of Directors (11 members):

- (1) President
- (1) Vice President
- (1) Secretary/Treasurer
- (3) Directors At-Large
- (2) Directors At-Large Staff Nurse

(NOTE: The chairs of the Cabinet on Economic and General Welfare, Legislative and Health Policy Council, and Professional Nursing and Health Care Council are elected separately and serve as full members of the WSNA Board of Directors by virtue of their offices.)

WSNA Nominations/Search Committee:

3 elected members—candidate receiving highest number of votes is the Chair

Cabinet on Economic and General Welfare (7 members)

- (1) Chair
- (6) Members

Economic and General Welfare Nominating/Search Committee

3 members—candidate receiving highest number of votes is Chair

Legislative and Health Policy Council (4 to be elected)

- (1) Chair
- (3) Members

Professional Nursing and Health Care Council (7 to be elected)

- (1) Chair
- (6) Members

Delegates to ANA/UAN

Delegates to 2006-2007 ANA

House of Delegates meetings

Delegates to 2006-2007 ANA UAN

National Labor Assembly

meetings

Call for Proposed Amendments to WSNA Bylaws

Deadline for receipt of proposed amendments to the WSNA Bylaws at WSNA Headquarters is November 1, 2004.

Following receipt of proposed amendments, the WSNA Bylaws Committee will meet to review proposed amendments. The committee's recommendations will be submitted to the WSNA Board of Directors for Approval. The Board-approved changes will be

printed in the Winter 2004 issue of **The Washington Nurse**, and be submitted to the 2005 WSNA General Assembly for consideration at the WSNA Convention/Summit to be held May 5-6, 2005 at the DoubleTree Suites at Southcenter, Tukwila, WA. The proposed bylaws amendments will be presented and debated at the General Assembly meeting and sent to the membership for adoption by mailed ballot.

Call for Proposed Non-Emergency Resolutions

Deadline for receipt of proposed non-emergency resolutions at WSNA Headquarters is November 1, 2004.

The WSNA Resolutions Committee will meet following the deadline to consider any proposed non-emergency resolutions that may go before the WSNA General Assembly, May 5-6-2004. Any individual member or constituent group of WSNA may submit proposed resolutions.

The resolutions form must be completed, including the cost impact. To receive a copy of the procedural guidelines and/or resolutions form, call WSNA at 206-575-7979.

ANA Adds New Dues Escalator Policy

At its recent meeting, the ANA House of Delegates voted to amend its policy on Assessment of ANA Dues to include a new dues escalator policy. That change reads: "that the ANA Assessment Factor will be increased automatically, based on the Consumer Price Index for Urban Consumers (CPI-U), (but not to go below 0% or to exceed 2% per annum) without requiring additional authorization of the House of Delegates; and that this dues escalator will be calculated on an annual basis, implemented every 3 years and rounded to the nearest dollar."

In June 2001, the ANA House of Delegates (HOD) passed the first increase to the dues conversion factor since 1989. At that time, the HOD also considered an automatic escalator clause that would have adjusted the assessment factor for the effects of inflation in the future. While the 2001 HOD did not adopt the escalator clause, they did direct the Board of Directors: "Establish a process of on-going financial needs analysis and advise the House of Delegates every three (3) years or more frequently, if necessary, regarding the need for a dues increase." This process and analysis was to assure the association's long-term viability.

After studying ANA's recent financial performance and budget for 2004, the ANA Board of Directors recommended the introduction of an automatic dues

escalator to preserve the purchasing power of ANA's dues dollars against the effects of inflation.

The ANA delegates agreed and also directed that the initial increase based on this escalator clause will be effective January 1, 2005 and will be computed using the 12 months percentage change from June to June for the period June 2001 through June 2004 (a three year period). WSNA was recently notified that the exact amount of this increase will be \$6.00, effectively increasing the annual ANA dues portion for full-time working members from \$120 to \$126 per year beginning January 1, 2005.

The Delegates also directed that the ANA escalator will sunset in 2010 unless action is taken to continue it.

Implementation of WSNA Annual Dues Escalator Delayed until January 1, 2005

The WSNA Board of Directors has decided to delay implementation of this year's WSNA dues escalator due to take effect October 1, 2004 until January 1, 2005. The decision was made to allow both the WSNA Dues Escalator and the new ANA Dues escalator to take effect at the same time. The ANA dues escalator was approved by the 2004 ANA House of Delegates. The new dues rate schedule that will take effect January 1, 2005 appears on facing page.

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2004–2005 Dues Rate Schedule

Effective *January 1, 2005

WSNA dues are adjusted annually on October 1st each year based on a formula approved by the membership in 1991 and revised in 2003. The formula is now based on the statewide average of the 5th step wage rate for RNs in WSNA represented bargaining units. This calculation is made on existing contracts in effect on July 1 each year. The average monthly salary is multiplied by a dues adjustment factor of 1.00% 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 amount of the dues increase for 2004–2005 for the WSNA portion of the dues will be 4.9% (\$1.90 per month for members who work full-time in our highest dues-paying category). The ANA dues escalator increase will be 50 cent/mo. 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 *January 1, 2005. ***If you are currently a member and have had a change in your employment situation***, please contact the WSNA Membership Department at 800-231-8482 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	621.60	208.53	51.80	466.32	156.77	38.86	310.80	104.93	25.90
2	674.88	226.29	56.24	506.16	170.05	42.18	337.44	113.81	28.12
3	630.00	211.33	52.50	472.56	158.85	39.38	315.12	106.37	26.26
4	637.44	213.81	53.12	478.08	160.69	39.84	318.72	107.57	26.56
5, 15	616.56	206.85	51.38	462.48	155.49	38.54	308.40	104.13	25.70
7	622.08	208.69	51.84	466.56	156.85	38.88	311.04	105.01	25.92
9, 12	629.04	211.01	52.42	471.84	158.61	39.32	314.64	106.21	26.22
10, 13	618.96	207.65	51.58	464.40	156.13	38.70	309.60	104.53	25.80
11	631.44	211.81	52.62	473.52	159.17	39.46	315.84	106.61	26.32
14, 98	611.52	205.17	50.96	458.64	154.21	38.22	305.76	103.25	25.48
16	626.52	210.17	52.21	469.92	157.97	39.16	313.20	105.73	26.10

MEMBERS NOT COVERED BY A BARGAINING UNIT

DISTRICTS	CATEGORY IV			CATEGORY III			CATEGORY V		
	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly
1, 6, 8, 17, 18	310.80	104.93	25.90	461.28	155.09	38.44	155.52	53.17	12.96
2	337.44	113.81	28.12	514.56	172.85	42.88	168.72	57.57	14.06
3	315.12	106.37	26.26	469.68	157.89	39.14	157.44	53.81	13.12
4	318.72	107.57	26.56	477.36	160.45	39.78	159.36	54.45	13.28
5, 15	308.40	104.13	25.70	456.24	153.41	38.02	154.32	52.77	12.86
7	311.04	105.01	25.92	461.76	155.25	38.48	155.52	53.17	12.96
9, 12	314.64	106.21	26.22	468.72	157.57	39.06	157.20	53.73	13.10
10, 13	309.60	104.53	25.80	458.88	154.29	38.24	154.80	52.93	12.90
11	315.84	106.61	26.32	471.36	158.45	39.28	157.92	53.97	13.16
14, 98	305.76	103.25	25.48	451.20	151.73	37.60	152.88	52.29	12.74
16	313.20	105.73	26.10	466.32	156.77	38.86	156.72	53.57	13.06

* 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	06=Yakima City/N. Yakima	11=Clark/Skamania	16=Skagit/Island/San Juan
02=King	07=Chelan/Douglas/Grant	12=Clallam/Jefferson	17=Kitsap
03=Pierce	08=Grays Harbor	13=Thurston	18=Kittitas
04=Spokane/Adams/Lincoln/Pend Oreille	09=Snohomish	14=Whitman	98=All Others
05=Walla Walla/Columbia	10=Wakiakum/Cowlitz	15=Benton/Franklin	



Focus on Advanced Practice

ARNPs United Update by Susan Caverly, PhD, ARNP, President, ARNPs United

As you know, Washington is one of the most progressive states with regard to advanced practice nursing. This circumstance exists to a great extent because of the healthy, supportive and sometimes critical relationships among all of the practice levels, specialties and nursing organizations. It has been the case for the past two or more decades that when nurse practitioners were tempted by medicine to leave the ranks of nursing to become more aligned with medicine, we clearly stated that we are nurses first and as such, must maintain our professional roots and identity. In the past year, the groups representing advanced practice nursing in this state have been striving to enhance our ability – both individually and collectively – to improve the practice arena and the quality of care provided to our patients. The degree of commitment and energy dedicated to this process has been extraordinary.

This has benefitted nurse practitioners in our state because we need the constituency within the nursing profession to be a strong force. Likewise advanced practice nursing daily benefits other focuses of nursing by forging the frontiers of practice boundaries. Ours is a reciprocal relationship and one that often is not given full credit as an essential aspect framing the profession of nursing. As we move forward, it seems important that we nurses find ways of building on the high regard with which the profession is held. We need to be accountable for altering the old-wives tales that nurses eat their young or that we are more respectful to other practitioners outside of our own profession. For this to be the case, we need to know each other, reach beyond the area in

which we routinely practice and develop and maintain an understanding of the variations through which nurses make a difference in health care and throughout our state.

It is for this reason that ARNPs United is excited to again become a regular contributor to the WSNA newsletter. We hope that by sharing some of the issues important to advanced practice or by highlighting an area of practice or an outstanding ARNP, we can add to the collegiality that is so important to nursing. We nurses are a diverse community and there is great power in this reality.

As a first installment let us publicly acknowledge one of the remarkable Nurse Midwives in our state. Heather Bradford, CNM, ARNP, who has been honored by

the American College of Nurse Midwives and chosen to receive the 2004 Ernst Award, fondly referred to as the “Young Whipper Snapper Award.” Heather is uniquely qualified for this since she is indeed young and has been able to “whip” up a significant amount of effort at the state and national level to review and analyze aspects of tort and malpractice insurance reform. She is a member of the legislative committee for ARNPs United and a true asset to our state! Any and all who know Heather are pleased to see her hard work recognized, and of course we continue to expect great things. But, lest you the reader become too complacent, the call is hereby given that we are all capable of great things whether they are given acclaim or not!

ARNPs United Legislative Update by Marty Couret, ARNP

As many of you know, WSNA and ARNPs United of Washington State worked together for the successful passage of HB 1691. This bill allows NPs to be the “attending” provider for L&I claims. There is a catch, however. The law has a sunset clause. This means that our ability to perform as an “attending” provider will go away July 1st, 2007.

During the next two years, L&I will perform a study to determine the cost effectiveness of treatment

by ARNPs. The legislators are specifically interested in how much time-loss ARNPs give their

patients. It is critical that we perform well in this study, keeping time-loss to a minimum, so that we

❖ Nurse Practice Update

can take the results back to the legislature in 2006 and make the law permanent.

This study will have national ramifications. Already, other states are looking to Washington as a guide. If we are successful at proving that ARNPs provide cost effective L&I care, other states will use our data for their legislative battles. The success of HB 1691 has already been discussed with the Texas Governor's Office.

To help NPs get ready for this transition ARNPs United of Washington State has put together a web page with frequently asked questions, billing tips, and CE events. For more information go to www.nurse.org/wa/au

The Nurse as International Consultant: Nursing and Midwifery in International Settings

Nurses and midwives working as international consultants bring current scientific and technological information to clients worldwide. The overall goal of the conference, "The Nurse as International Consultant: Nursing and Midwifery in International Settings," is to develop a skill base in international consultancy in women and family health programs for nursing, midwifery experts and other health care providers. The conference will be held in Los Angeles, CA on August 9-13, 2004. For more information go to www.ijhn.jhmi.edu/InternationalNursing

Mark Your Calendar!

WSNA
Convention/Summit
May 5th-6th, 2005
Seattle, WA

			May	5	6	2005
S	M	T	W	T	F	S

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Patient Safety and Overtime: New Study of Staff Nurses Links Excessive Work Hours With Errors and Near Misses

A major new study done on RN Staff Nurses has linked excessive work hours to increased incidences of errors and near errors in the acute care setting. The study, “*The Working Hours of Hospital Staff Nurses and Patient Safety*”, is published in the July/August 2004 issue of the journal, Health Affairs. <http://www.healthaffairs.org>

The study, funded by the Agency for Healthcare Research and Quality (AHRQ), has been supported by the American Nurses Association (ANA) and several State Nurses Associations, including WSNA. ANA assisted Dr. Rogers and her team in obtaining ANA members to serve as research subjects. The 393 ANA members who participated have contributed to a very important study for nursing. This study’s sample size and the research design lend credence to the study..

Among the major findings are:

- “The likelihood of making an error increased with longer work hours and was three times higher when nurses worked shifts lasting 12.5 hours or more.” (p.206)
- “Working overtime increased the odds of making at least one error, regardless of how long the shift was originally scheduled.” (p.206)
- “... there is a trend for increasing risks when nurses work overtime after longer shifts with the risks being significantly elevated for

overtime following a twelve hour shift.” (p.207)

- “... working more than forty hours per week and more than fifty hours per week significantly increased the risk of making an error.” (p.207)
- “... work schedules of hospital staff nurses are unpredictably prolonged.” (p.207)
- “... double shifts (or longer) are not confined to rare emergencies.” (p. 207)
- Although the occurrence of errors did not increase significantly until shift durations exceeded 12.5 hours per day, risks began to increase when shift durations exceeded 8.5 hours.” (p. 208)
- “The long and unpredictable hours documented here suggest a link between poor working conditions and threats to patient safety.” (p. 210)

The authors’ recommendations include:

- “Because more than three-fourths of the shifts scheduled

for twelve hours exceeded that time frame, routine use of twelve-hour shifts should be curtailed and overtime – especially that associated with twelve-hour shifts – should be eliminated.” (p.210)

It should be noted that this study’s findings are similar to those of similar studies with other work groups (e.g., pilots, air traffic controllers, resident physicians, etc.). The underlying concept that, regardless of profession, human physiology limits how long a person can function and be safe, must be attended to.

The complete citation is for the article is: Rogers, A.E., Hwang, W., Scott, L.D., Aiken, L.H. and Dinges, D.F. (2004). “*The working hours of hospital staff nurses and patient safety*”. Health Affairs, 23, 202-212. The article may also be accessed online at www.healthaffairs.org

ANA Calls for Action on National Legislation to Limit Mandatory Overtime

Cites New Study that Shows Link between Patient Safety and Nurses' Work Hours

Washington, DC—The American Nurses Association (ANA) praised a new study that shows a strong link between medical errors and the long work hours of nurses and called on Congress to take action on the **Safe Nursing and Patient Care Act** (H.R. 745, S. 373), which would strictly limit the use of mandatory overtime for nurses.

The study, published in the July/August issue of *Health Affairs*, found that the risk of making an error greatly increased when nurses had to work shifts that were longer than 12 hours, when they worked significant overtime or when they worked more than 40 hours per week. It reinforced findings of the 2003 Institute of Medicine Report, *“Keeping Patients Safe: Transforming the Work Environment of Nurses,”* which said that nurses' long working hours pose a serious threat to patient safety. (See related story on *Health Affairs* article)

“This study is more evidence that patient safety is closely linked to nurses' working conditions,” said ANA President Barbara Blakeney, MS, APRN, BC, ANP. “The growing trend of mandatory overtime for nurses is one of the greatest threats to patients' and nurses' safety. We call on Congress to protect the public by taking action to limit mandatory overtime for nurses. Doing so will help protect patients from preventable errors and retain nurses in the workforce.”

To date, 10 states, including Washington State, have taken action to limit mandatory overtime for nurses, and similar measures have been proposed in 20 other states.

According to the 2001 ANA Health and Safety Survey, 67 percent of respondents reported working some form of mandatory or unplanned overtime every month. The ANA has long warned

that mandatory overtime is dangerous for patients and nurses, and that the practice has been driving nurses away from the profession, thus exacerbating an emerging nursing shortage that is expected to worsen dramatically over the next 10 years.

“Poor working conditions are a major contributor to the nursing shortage,” said Blakeney. “As this study shows, nurses are consistently working long and unpredictable hours, often caring for a large number of critically ill patients. To improve the quality of care and patient safety, we must value nurses' contributions more and make a greater investment in nursing,” she said.

To counter staffing deficiencies that are already occurring, many health care facilities across the nation have increasingly imposed mandatory overtime as a common practice.

Typically, an employer may insist that a nurse work an extra shift (or more) or face dismissal for insubordination, as well as being reported to the state board of nursing for patient abandonment, a charge that could lead to a loss of license for the nurse. At the same time, ethical nursing practice prohibits nurses from engaging in behavior that they know could harm patients, thus leading to a dilemma for many nurses.

The **Safe Nursing and Patient Care Act** would prohibit health care facilities from forcing exhausted nurses to work extra

shifts, an unsafe practice that puts both patients and nurses at risk.

The **Safe Nursing and Patient Care Act** would:

- Prohibit health care facilities that receive Medicare funding from requiring a registered nurse (RN) or licensed practical nurse (LPN) to work beyond an agreed-to, predetermined, regularly scheduled shift. In no instance could a nurse be required to work more than 12 hours in a 24-hour period or for more than 80 hours in a two-week period - a provision that would prevent an institution from altering shift schedules in a way that would undermine the law.
- Include nondiscrimination protections for nurses who refuse overtime and for nurses who provide information and/or cooperate with investigations about the use of overtime.
- Include an exception in the case of a declared national, state or local emergency. Such an emergency would be in response to an unpredictable disaster, not in response to a staffing deficiency resulting from management practices.
- Provide for a study by the Department of Health and Human Services on the maximum number of hours that may be worked by a nurse without compromising patient safety.



Farm Pesticides and Health: Protecting Rural Residents

By Carol Dansereau, Director, Farm Worker Pesticide Project and Janet Primomo, PhD RN, Associate Professor, University of Washington Tacoma Nursing Program

In 2003, the American Nurses Association (ANA) expanded their policy efforts around environmental health and safety and endorsed a precautionary approach that focuses on preventing environmental hazards such as pesticide exposures. The precautionary principle states: “when an activity raises threats of harm to human health or the environment, precautionary measures should be taken even if some cause and effect relationships are not fully established scientifically” (<http://gdrc.org/u-gov/precaution-3.html>). WSNA’s Board of Directors also endorsed the precautionary principle, created a Health and Safety Committee, and fostered advocacy efforts about public health and environmental health issues through its Public Health Nursing Special Interest Group. Nurses, especially those who work in rural communities, should keep abreast of new developments regarding pesticide exposures and other environmental health issues in order to help prevent exposures and provide the best health care for those exposed.

For nurses to be effective advocates, we must first be informed about environmental health and safety risks such as pesticide exposures. Unfortunately, pesticide-related illnesses are grossly under-reported in our state. Three quarters of farm workers who participated in Washington State Department of Health focus groups said that pesticides had made them sick at work, but most did not seek medical care or report these due to economic and other factors. Even when workers and others do visit health care providers, some providers fail to report pesticide illnesses as required by law 40% of the time, according to a new state study.ⁱ One reason for this may be the lack

of awareness that health care providers have of pesticide risks.

New studies provide strong evidence that large numbers of people in rural Washington are experiencing significant exposures to agricultural pesticides such as organophosphates (OP).

Organophosphates are nerve poisons. Acute exposures can cause nausea, headaches, convulsions, muscle weakness, difficulty breathing, and other problems.ⁱⁱ There is strong evidence that chronic, prenatal, or early childhood low level exposures can cause neurological and other health effects.ⁱⁱⁱ For example:

- At least 20% of farm workers who handle organophosphate (OP) pesticides and who were

tested in the state’s new medical monitoring program experienced significant depressions of cholinesterase (>20%) after the spray season began.^{iv}

- OP metabolites were found in 92% of the urine samples from farm workers and 88% of the urine samples from their children in a recent large Yakima Valley study. The OP pesticide Guthion was quantified in 85% of the dust samples taken from children’s household play areas.^v

When researchers in one study estimated children’s doses of organophosphates based on their urinary metabolite levels, they found that 56% of the farm

i WA Dept of Health, “Improving Data Quality in Pesticide Illness Surveillance”, June 17, 2004. Focus group report, “Learning from Listening: Results of Yakima Farmworker Focus Groups About Pesticides and Health Care”, June 17, 2004, revised June 21, 2004, is an appendix.

ii US Environmental Protection Agency, “Recognition and Management of Pesticide Poisonings” March 1999.

iii See for example, Eskenazi et al., “Exposures of Children to Organophosphate Pesticides and Their Potential Adverse Health Effects.” *Environmental Health Perspectives*, 107(Supp. 3) 1999; Whyatt et al., “Prenatal insecticide exposures, birth weight and length among an urban minority cohort”, *Environmental Health Perspectives*, 112(10): July 2004.

iv Update provided by John Furman, Department of Labor & Industries to stakeholder advisory committee for the medical monitoring rule, June 24, 2004.

v B. Thompson, et al., “Pesticide Take-Home Pathway Among Children of Agricultural Workers: Study Design, Methods, and Baseline Findings,” *Journal of Occupational and Environmental Medicine*, 45(1):42-53 (January 2003). Curl et al., “Evaluation of Take-Home Organophosphorus Pesticide Exposure among Agricultural Workers and Their Children”, *Environmental Health Perspectives*, 110(12): 787-792, (December 2002).

workers' children's doses exceeded the U.S. Environmental Protection Agency's reference dose (an estimate of daily oral exposure to humans that is unlikely to cause harm). For other agricultural area children, it was 44%.^{vi}

Farm workers and residents in agricultural communities are also exposed to other pesticides associated with cancer, birth defects, reproductive impairment, and other problems. For example, over 15 million pounds of metam sodium, a chemical to control pests in soil, were applied to potato fields in Washington in 2003.^{vii} Based on air monitoring in California, 50% of the general population in areas of metam sodium use there inhale its breakdown product MITC, a respiratory irritant, at rates exceeding health guidelines.^{viii} Researchers note that farm workers and their families may be at greater risk because of where they live and work. Worker advocates and concerned citizens are calling for air monitoring in Washington.

Nurses have an immediate opportunity to speak out regarding an important route of pesticide exposure: the drift of pesticides from fields to surrounding areas that can endanger the health of people who are nearby. The Washington State Department of Agriculture (WSDA) is considering rule changes to reduce drift such as no-spray buffer zones around schools, hospitals, nursing homes and similar establishments. Many public interest groups will call for such zones around unprotected workers and homes as well. As WSDA decides whether to propose new rules, it is important that they hear from nurses and others who care about health.

For more information, contact Carol Dansereau, Farm Worker Pesticide Project 206-850-6007 or by email: andanse@earthlink.net

Early leaders such as Florence Nightingale, Lillian Wald and others recognized the relationship between the environmental and health. The list of potential sources of environmental hazards in our communities today is vast and ever increasing.^{ix} The health effects of

exposures to ubiquitous chemicals and their influence on genetic and hormonal changes need to be explored further in the 21st century. Consider joining WSNA's Public Health Nursing Special Interest group and becoming involved in protecting the health of community residents. For more information contact Janet Primomo via email at: jprimomo@u.washington.edu

vi R. Fenske et al., "Biologically Based Pesticide Dose Estimates for Children in an Agricultural Community", *Environmental Health Perspectives*, 108(6): 515-520 (June 2000).

vii Washington Agricultural Statistics Service, US Dept of Agriculture, June 2004.

viii Lee et al, "Community Exposures to Airborne Agricultural Pesticides in California: Ranking of Inhalation Risks," *Environmental Health Perspectives*, 110(12): 1175-1184 (December 2002).

ix Sattler, B., Afzal, B., Condon, M., Belka, E. & McKee, T. (2001). Environmentally healthy homes and communities. *The American Nurse*, 33(6), 26-40. <http://nursingworld.org/mods/mod290/cehmvers.htm>

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Save the Date!

Out of Harm's Way:

Protecting Children from Toxic Exposures,
A focus on phthalates and PBDEs

A training workshop for health care professionals,
children's health advocates, media, and the public.

Saturday, September 18, 2004

9:00 a.m. – 1:00 p.m.

Seattle Location TBA

Faculty include:

Patricia Butterfield, PhD, RN, FAAN

Steven G. Gilbert, PhD, DABT

Ted Schettler, MD, MPH

This half-day training for health professionals focuses on PVC health care products containing phthalates, and on toxic flame retardants. Out of Harm's Way looks especially at how toxic exposures impact children's health and development. A panel discussion will address the Precautionary Principle and ethics, state policy efforts, and the role of health professionals and society as children's health advocates.

Sponsored by:

Washington Physicians for Social Responsibility

With support from:

Health Care Without Harm

The John Merck Fund

Pre-registration available beginning July 23.

For more information: Please contact

Nancy Dickeman, nancyd@wpsr.org; (206) 547-2630.



Washington Center for Nursing Announces Selection of New Executive Director

The Washington Center for Nursing (WCN) Board of Directors recently announced the hiring of Linda Tieman, MSN, RN, CHE, as the WCN Executive Director. WCN is a non-profit organization dedicated to improving the health and wellness of Washington State residents by providing information, recruitment and retention resources that support evidence-based decisions about the nursing workforce. The WCN will focus its immediate work on finding collaborative and creative solutions to the nursing shortage in Washington State.

The WCN offices are located on the campus of Seattle Pacific University.

Linda can be reached by mail addressed to the Washington Center for Nursing, 3307 3rd Ave. W. Ste. 106, Seattle, WA 98119-1922 or by phone at 206-281-2978

Frankie Manning Appointed to the Washington State Board of Health

Long-time WSNA member, Frankie T. Manning, RN, MA, was recently appointed by Governor Gary Locke to a three year term on the Washington State Board of Health. Ms. Manning is currently the Associate Director of Nursing Service for the VA Puget Sound Health Care System and also serves as a member of the King County Board of Health. Ms. Manning replaces Vickie Ybarra, RN from Yakima, who served the Board of Health from September 1998 to May 2004.

Maggie Flanagan to Chair Healthcare Panel at 2004 Governor's Health and Safety Conference

Maggie Flanagan, BSN, RN, Chair of the WSNA Health and Safety Committee was selected as the Healthcare Panel Chairperson for the 2004 WA Governor's Industrial Safety and Health Conference. The conference will be held in Spokane, September 28-30, 2004.

Topics include indoor air quality and respiratory protection.

For more information and to register for the conference, go to <http://www.lni.wa.gov/Safety/TrainTools/GovConf>

Take Action for Healthy Blood Pressure

Today, one in every four adults has high blood pressure and *the vast majority (70%) do not have it under control*. Uncontrolled high blood pressure can cause heart attack, stroke, kidney failure, blindness and ongoing damage to blood vessels leading to major organs in the body.

Learn more about the new standards for blood pressure, and techniques and interventions to manage the growing crisis of uncontrolled high blood pressure. For details on the new standards, see: <http://www.healthybloodpressure.org/>

U.S. News and World Report "Best Hospitals" Survey Includes Magnet Status

For the first time since it began an annual survey of America's "Best Hospitals," U.S. News and

World Report has included whether or not a health care facility has received *Magnet Recognition* as one of the ranking criteria. The annual survey is in the current, July 12th issue of the magazine.

The **Magnet Recognition Program** is administered by the American Nurses Credentialing Center (ANCC) and is based on research conducted by the American Academy of Nurses in the early 1980s, which identified 14 "forces of magnetism" that resulted in higher nurse recruitment and retention rates at certain facilities. More than 100 U.S. health care facilities have received *Magnet Status* since 1994. ANA and ANCC have worked with the editors of the survey for several years to include more nursing quality indicators in their assessment and are pleased that they have included *Magnet Status* for the first time in 2004.

Other criteria used in the survey include: the mortality rate, the RN-to-patient ratio, the key technologies offered, the number of discharges, the patient/community services offered and the reputation of the hospital.

Robert Wood Johnson Community Health Leadership Program Award

The **Robert Wood Johnson Community Health Leadership Program** (CHLP) honors 10 people each year for creating or enhancing health programs serving underserved communities. The award is \$120,000. \$105,000 is for the support of the Leader's program and \$15,000 is a personal



stipend.

Candidate must be working full time at the grassroots level; may not have received significant national recognition; must be in "mid-career," with at least five and no more than 15 years of community health experience.

Nominations are open and can be made by consumers, community health leaders, health professionals and government officials who have been personally inspired by the nominees. The CHLP Letter of Intent (LOI) must be received by September 22, 2004. For more information or to download the LOI, visit the CHLP Website at:

www.communityhealthleaders.org

NIH Launches Expanded Health Information Web Site

The National Institutes of Health (NIH) has announced the launch of an expanded health information web site. The expanded site now offers links to a wider range of NIH's valuable resources, features colorful images and gives readers the chance to test their health knowledge. Visitors can access the popular *A to Z* listing of health topics, browse topics by body location/systems. The NIH noted that more than half of American adults now use the internet to access health information. Visit the web site at <http://health.nih.gov>

NACHRI 2004 Annual Meeting

The National Association of Children's Hospitals and Related Institutions (NACHRI) meeting will take place on Sunday, October 3, 2004 through Wednesday, October 6, 2004 in Ft. Lauderdale, FL.

Attended by more than 400 NACHRI members and their colleagues, the attendees will receive the most up-to-date information on the leading initiatives and projects at children's hospitals. Addressing the unique challenges facing senior administrative, clinical and voluntary leaders, the annual meeting offers views from leaders in the industry and provide forums for networking, sharing case studies and stimulating nationwide discussion on patient safety and quality, reimbursement, and capacity.

The last day to pre-register online is September 20, 2004. For more information go to www.childrenshospitals.net

ICN's 23rd Quadrennial Congress scheduled for May 21-27, 2005, in Taipei, Taiwan

The main objectives of the ICN Congress are:

- to support informed and sustainable improvement in policy and nursing practice;
- to advance nursing's contribution to health care
- to facilitate the dissemination of evidence highlighting effective nursing interventions; and
- to encourage innovation

Prominent guest speakers will give plenary sessions on nursing knowledge and innovation, focusing on the most pressing and timely topics of interest for nursing and health care.

Deadline for receipt of abstracts is 15 September 2004. Additional information can be found at <http://icn.ch/congress2005/info.htm>

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.***

Special Website Dedicated to Helping Nurses with Disabilities

www.ExceptionalNurse.com is the link to ExceptionalNurse.com a nonprofit 501 (c) 3-resource network committed to inclusion of more people with disabilities in the nursing profession. If you are a student with a disability considering a nursing career, this is the place for you. If you are a nursing student with a disability, this is the place for you. If you are a nurse with a disability, this is the place for you. If you are a nursing educator or a guidance counselor working with a student with a disability, this is the place for you.

By sharing information and resources, ExceptionalNurse.com hopes to facilitate inclusion of students with disabilities in nursing education programs and foster resilience and continued practice for nurses who are, or become, disabled. The web site is maintained by Donna Maheady, Ed.D., ARNP, an advocate for nurses and nursing students with disabilities and founder of the Exceptional Nurse program.

As part of its work Exceptional Nurse provides a limited number of nursing scholarships to assist nurses with disabilities to achieve their educational goals. This year, Exceptional Nurse was able to award four scholarships to nurses with disabilities, two of whom live in Washington State.

- **Susan Fleming**, RN, BSN is a nurse who was born with a hand missing. She was awarded a \$500.00 scholarship for graduate study in nursing. She lives in Chewelah, WA and attends Gonzaga University. She plans to become a nursing educator.
- **Sandra Carrier**, RN, BSN is a nurse with cerebral palsy. She was awarded a \$500.00 scholarship for graduate study in nursing. She lives in Everett, Washington and plans to become a psychiatric/mental health nurse practitioner. She attends Washington State University in Pullman, WA.
- **Rebecca Serdars**, RN, BSN, is a nurse with dystonia. She was awarded a \$250.00 scholarship to continue graduate study to become a nurse practitioner. She lives in New York City. Beka is the founder of www.care4dystonia.org. She attends Hunter College and plans to work at a movement disorder center.
- **Deirdre Gawoski** is a student with scoliosis and chronic pain. She was awarded a \$250.00 scholarship to continue her studies to become a nurse. She lives in San Rafael, California and attends the College of Marin in Kentfield, CA.

Information about the organization and scholarships offered by www.ExceptionalNurse.com is located on the scholarship page of the web site or by emailing Donna Carol Maheady at ExceptionalNurse@aol.com Dr. Maheady has also written an award-winning book which is reviewed below.

Nursing Students with Disabilities: Change the Course

by Donna Carol Maheady, Ed.D., C.P.N.P., RN

(Book Review by Willa Fuller, RN Florida Nurses Association and reprinted with permission from the **Florida Nurse**)

Nursing Students with Disabilities recounts the experiences of eight nursing students who have disabilities as they accomplish the great achievement of completing their nursing education. In spite of the challenges of deafness, Crohn's Disease, physical disabilities, etc., these students demonstrate the ultimate in "stick-to-itiveness" and a never give up attitude.

The author uses her expertise in education to make adaptations in the nursing education environment and individualizing it to these students special needs. Dr. Maheady addresses the issue of accommodation plans for the various disabilities and outlines the means to develop these plans. Her approach is adaptable across disabilities as well as across work and educational settings. This book can be a valuable resource for those needing to develop such plans.

Dr. Maheady's book closes the gap between the right to a plan and the means to develop the plan. The eight **Nursing Students with Disabilities** contains excellent advocacy, educational, financial and assistive technology resources specifically tailored to people who are contemplating a nursing or medical educational program. As such, her resources are not as easily adapted across settings and occupations, but they still provide guidance to readers looking for help in non-medical education areas. The advocacy and assistive technology resources areas are particularly suited to that purpose.

This book won an *Exceptional Parent Symbol of Excellence* from Exceptional Parent Magazine. Dr. Maheady is a member of the Florida Nurses Association, District 9. You can find more information about this book and Dr. Maheady at <http://www.exceptionalnurse.com>

You Were Represented ...

The WSNA staff and elected and appointed leaders represent your interests in a wide variety of meetings, coalitions, conferences and work groups throughout the year, anticipating and responding to the issues the membership has identified as priorities. In addition to many meetings with legislators, policy makers, other health care and nursing organizations and unions, the following represents a partial listing of the many places and meetings where you were represented during the months of May, June and July, 2004.

- Cover the Uninsured Week
- Local/National Nurse Week activities
- Washington Health Foundation Symposium on Nurse Retention
- UW Annual Nursing Celebration
- NW Women's Law Center Annual Meeting
- United American Nurses National Labor Assembly
- ANA Constituent Assembly and ANA House of Delegates
- Washington State Nursing Care Quality Assurance Commission and its work groups
- WTECB Health Care Personnel Shortage Task Force and its Education Subcommittees
- Washington Nursing Leadership Council
- Washington Center for Nursing Board Meetings
- Working for Health Coalition on access to care issues for children
- Washington State Labor Council (WSLC) work group on access to care
- Premara Watch Coalition
- Citizens Against I-895 Coalition
- Washington Rural Health Action Committee
- Public Health Funding Roundtable
- ANA Safe-Needle Train-the-Trainer workshop
- Health Care Without Harm and CHE-NW on environmental health
- ARNP Coalition (ARNPs United, AAPPN, WANA and WSNA)
- Washington State Labor Council (WSLC)
- SNA Labor Coalition
- Meeting with nurses visiting from Taiwan Nurses Association

**District 2, King County
Nurses Association**

Stars Shine at KCNA Spring Banquet

One hundred KCNA members and guests enjoyed good food and great company at the Spring Banquet, held May 6 at Rock Salt Steaks & Seafood. KCNA president Chris Henshaw presented the 2004 excellence in nursing awards.

The “**Shining Star**” award went to **Lyn Sapp**, RN. Lyn has worked at Children’s Hospital and Regional Medical Center for 15 years. Currently she is staff nurse and unit educator on the Inpatient Rehabilitation and Complex Care Unit. Lyn receives high marks for her focus on family-centered care and her education of other units on issues pertaining to the rehab and complex care unit.

The “**Guiding Star**” award was given to Children’s Hospital for providing a work environment in which nurses may excel. The hospital is working with nurses on Work Place Engagement, designed to use the strengths of each employee to better the work environment. Children’s was also recognized for supporting nurses who want to take on leadership roles, encouraging RNs to seek continuing education, and for excellence in communications and problem solving.

KCNA awarded a record 11 scholarships to nursing students.

The 2004-05 scholarship recipients are:

Gerilyn Anderson
Seattle University

Megan Arseneau
University of Washington

Joy Bergquist
Seattle Pacific University

Stephanie Covel
Shoreline Community College

Holly Davis
Highline Community College

Lynn Goetsch – *JoAnn Kerrick Memorial Scholarship*

Seattle Pacific University
Jennifer Johnsen – *Valerie Weiss Memorial Scholarship*

Seattle Pacific University

Keith Koga
University of Washington-Bothell

Diane Peterson
Seattle University

Carol Warga
Seattle Pacific University

Martin Zamazal
Tacoma Community College.

KCNA also held its annual silent and live auctions to benefit the Scholarship Fund. All told, the auction proceeds and donations totaled a record-breaking \$12,857.

KCNA Elections Held

Congratulations to newly elected members of the KCNA Board of Directors.

First Vice President:

Jennifer Graves

Secretary:

Barbara Van Droof

Members at Large:

Randy Belieu

Mary Seidel

Dennis Tiffany
Susan Vetto

Nominating Committee:

Mary Lee Bell

Jim Hunziker

Beckie Stewart.

HEADS UP!

The **KCNA Fall Event** is scheduled for **Saturday, October 30**, 8 a.m.–1 p.m. at the Shoreline Conference Center. Please join us!

**District 3, Pierce County
Nurses Association**

PCNA Annual Banquet Held

The Pierce County Nurses Association held the annual **Spring Nurses Week** banquet on Friday May 9, 2004. The PCNA Nurse of the Year for 2004 was honored, and scholarships were presented to four deserving individuals. Attendance continues to be mixed with members, non-members, students, and family members.

PCNA Nurse of the Year 2004 – Julie Lampert, RN

Julie is a staff RN at St. Clare Hospital, Lakewood, WA. She has been active in her local unit, currently serving as co-chair, and has been a member of the PCNA Board of Directors for the past five years. Her husband recently graduated from Seattle University with a BSN, and has been stationed in Chesapeake, VA. They will be relocating this month to the east coast. We will miss Julie’s contributions to this

organization, and give them our best wishes.

Scholarship Awards Given

This year the **Florence Golda Scholarship** was given to two deserving nurses. Both are in graduate school.

Rob Deloye is a staff nurse at St. Joseph's Hospital in Tacoma, and is enrolled at UW-Tacoma. He is seeking a Masters in Nursing and plans to be an educator.

Kathy Kunkle is employed at Tacoma General, and is enrolled at Pacific Lutheran University, also seeking a Masters Degree, and is also planning to be an educator.

The scholarship for a nursing student already enrolled in a nursing program was awarded to **Gayle Kenyon**, LPN. Gayle is employed at Tacoma General, and has been accepted at South Puget Sound Community College in the A.D.N. program.

Lastly, the scholarship for a high school senior planning a nursing career was awarded to **Erin Fry**, of Sumner Washington. Erin has been accepted at Pacific Lutheran University. Congratulations to all of the recipients!

Newly Elected Officers Announced

Elections were held prior to the banquet. Sue Jacobson was elected to the office of President-elect; newly elected as Director was Bobbie Wilkens Bischoff. Continuing in office are President Betty Blondin, Vice President Rebekah Hunt,

Treasurer Kim Schelin, Secretary Carolyn MacLeod and Directors Veronica Lincoln, Lisa Norris, Joanne Price, Diane Saunders, and Rob Salas. Thank you to all of those who ran for office.

PCNA Nurses Promote Nursing Careers

Pierce County Nurses again attended several career fairs during the past school year, speaking to high school and jr. high school students about careers in nursing. The plan is to continue doing this outreach. We have also been represented at the Tacoma-Pierce County Employment and Training Consortium Healthcare Program, looking at retention of the current nursing workforce in Pierce County.

Representation at National ANA and UAN meetings

Five nurses from Pierce County were among those who attended the American Nurses Association biannual convention in Minneapolis, Minnesota last month. In attendance were Micheal Krashin from Good Samaritan Hospital; from Tacoma General were Kim Armstrong, Sally Baque, Sonya Miller, and Judith Turner.

**District 4
Inland Empire
Nurses Association**

Annual Gala Celebrated

The Inland Empire Nurses Association (IENA) celebrated its annual gala on May 13th, 2004. The atmosphere was one

of excitement as we gathered to recognize our members who have contributed so much to the nursing profession. The gala also gave us an opportunity to hear two speakers, Paula Meyer, an Executive Director of the Department of Health and Dorothy Deltor, Dean at the Intercollegiate Collage of Nursing.

Paula discussed the role of the nursing commission, the scope of practice of nurses, licensure and the disciplinary process. Dorothy spoke about the Washington Center for Nursing (WCN), which would enable nursing to collect information and objectively measure trends and outcomes in nursing. Dorothy encouraged those present to inform others about this project and help support the cost of such an endeavor by donating to WSNA on behalf of WCN.

During the evening the following awards were presented to members of IENA:

Lifetime Achievement – Beatrice Wolf

In her 43 years as a nurse, Beatie has made many contributions to the profession. She began her career after receiving her BSN from Marquette University in 1960 and later obtained her MSN from Loma Linda University. During her career she has worked in the hospital setting in a variety of areas, home health care, school nursing and staff development. She will retire this year from Sacred Heart Medical Center.

❖ District News

This Lifetime Achievement award acknowledges her dedication to nursing and the lives she has touched.

Excellence in Nursing Leadership – Vee Sutherlin

Vee graduated from the Deaconess School of Nursing and continued her education receiving a bachelors and masters degree in nursing. In 1973 she was hired as an instructor in the nursing program at Spokane Community College

and was instrumental in starting the *National League of Nursing Accreditation* process for the nursing program. She has served as the program director and chair of the Department of Nursing. Vee currently works for the SCC in the School and College Relations/Recruitment department and with the Pediatric After Hours Clinic at Sacred Heart Medical Center. She has been described as a role model and mentor for new nurses and nursing faculty.

Excellence in Nursing Practice – Carolyn Chandler

Carolyn uses her extensive expertise to provide quality patient care while also supporting her fellow nurses. Her colleagues are positively impacted by her nonjudgmental communication and respect for cultural differences. She has a quiet, calm, gentle manner with her fellow staff and patients. Carolyn's passion for nursing, patient care and her fellow workers is genuine. Her successes are the result of hard work, commitment, highly developed skills and organizational habits.

❖ WSNF News

WSNF Awards Seven Scholarships

Recently WSNF awarded seven nursing education scholarships and a grant for a community project in the High Point neighborhood. Caitlyn Tang was awarded the **Dolores Little Scholarship** that is given to a student working toward a BSN. A special note of appreciation to all who have donated to the **Dolores Little Scholarship Fund** and WSNF's other funds.

WSNF has made its 2004 fund-raising priority the endowment of the Dolores Little Scholarship Fund, with the goal of raising the fund amount to \$25,000.

Many nurses have known and benefited from "Deo" Little as one of her students or as a colleague. Please tell others about the Fund and the special way you can honor her by giving generously to WSNF in her name! Please consider sending a check today for \$25, \$50, \$100 or even more. Every small or large contribution will make monies available for more

deserving nursing students.

For questions about WSNF scholarship funds or how you can give to the Washington State Nurses Foundation, contact:

Maureen Niland: 206-296-5672 or email: nilandm@seattleu.edu

Joan Caley: 206-575-7979 or email: joancaley@comcast.net

If your contribution is specifically for the **Dolores Little Fund**, please designate the fund name on your check.

Send contributions to:

Washington State Nurses Foundation
575 Andover Park West, Suite 101
Seattle, WA 98188.

2004 IENA Scholarship – Daria Martsin

Daria received a nursing diploma in her native Ukraine. Her family immigrated to America in 1992 and she worked as a phlebotomist at the VA hospital while attending nursing school. In 1997 she was licensed as a registered nurse. She has worked on the ACU unit at Sacred Heart Medical Center in Spokane. Daria has volunteered at Christ Clinic since 1997 and also serves as an educator for the Aging and Long Term Care Agency of Eastern Washington. She received her BSN from Lewis Clark State College in May 2004 and will use this scholarship to help pay for her education.

An Invitation to the
5th U.S. - Russian Nursing Conference
August 1 - 16, 2005
US-Russian Nurses: Bridging Cultures to Enhance Health Care

WE WELCOME YOUR SUBMISSION: Submit a plan to led a focused discussion group or an abstract to present a paper. Submission guidelines and review criteria on the Conference website have been updated. **Submission Deadline is November 5, 2004.**

COME HELP US CELEBRATE the 5th US-Russian Nursing Conference Cruise by sharing perspectives, learning and enjoying the sights of Russian cities and small towns on the Russian waterways between St Petersburg and Moscow. Spouses and non-nurse friends welcome.

Conference Purpose and Objectives:

A Russian waterway cruise serves as a context for nurses from the U.S. and Russia to learn about nursing education, practice and health care systems in their respective countries and dialogue on ways to improve care for patients and their families during the 5th US-Russian Nursing Conference. Through presentation of papers, focused discussion groups, informal discussions and visits to a variety of Russian health care and educational facilities, conference participants will be able to:

- * Share projects focused on promoting care outcomes beneficial to patients and their families
- * Increase understanding about nursing research findings & research methodologies
- * Explore nursing practice issues and concerns
- * Explore implications of teaching/learning theory, strategies and methods in cross cultural situations
- * Foster dialogue to develop ways of strengthening nursing practice and improving outcomes for patients and their families in the United States and Russia

Sponsored by

The Russian Nurses' Association, St. Petersburg, Russia
Moscow Medical Academy - Sechenov Nursing Department, Moscow, Russia
Providence Portland Medical Center, Portland, Oregon
Sigma Theta Tau International, Beta Psi Chapter, Portland, Oregon

WEBSITE UPDATED: We invite you to visit the US-Russian Nursing Conference Cruise website at: www.us-russiannurses.com to learn about sending us your submission by electronic mail.

The Fred Hutchinson Cancer Research Center needs female nurses, medical assistants and nursing assistants to participate in the

SHIFT WORKER STUDY

* DAY or NIGHT shift workers needed * * \$120 - \$150 paid to women who complete the study *

The primary purpose of the Shift Worker Study is to assess whether working night shifts changes the levels of melatonin, cortisol and reproductive hormones (estrogen, luteinizing hormone, and follicle stimulating hormone) in healthy women of reproductive age.

Participants must:

- Be female, 20 – 45 years of age
- Work at least 20 hours per week
- Work either day or night shift
- Have regular menstrual periods
- NOT be taking hormonal contraceptives
- Reside in the Seattle/Puget Sound region

Participation includes:

- About 6 hours of time over 2 months
- Tracking your menstrual cycle
- Completing forms and questionnaires
- Multiple urine collections
- Providing a blood or buccal sample (*optional*)

Please contact us for more information:

(206) 667-5704

sws@fhcrc.org

www.fhcrc.org/phs/sws

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Kris Gavin
Lois A. Hale
Melissa Monson
Anna R. Perry
Mary T. Rogers
Kathleen M. Roy
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Terry L. Sherman
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Colleen Tuell

NURSE FOOT CARE TRAINING
The 7th Annual Nurse Foot Care Training Program
Nov. 5th & 6th 2004
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. We will help arrange 2 days of clinical experience for those who desire.

To register provide:

Name _____ **Email** _____
Address _____ **Phone** _____

& \$150 to WSPMA or see below for further info. Upon receipt of the check and info requested, you will be mailed a confirmation letter. It will include directions and a lecture schedule when finalized. An instruction manual, lunches and snacks are included!

Susan Scanlan, DPM, Executive Director

Washington State Podiatric Medical Assn (Make check to WSPMA)

P.O. Box 1187

Winthrop, WA 98862

(866) 343-6999 - phone and fax

Email: nwpodiatry@aol.com Web: WSPMA.org

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.

CONTACTS:

- A Pacific Lutheran University
School of Nursing
Continuing Nursing Education**
Tacoma, WA 98447-0003
253/535-7683
www.plu.edu/~cenl/
- B Bellevue Community College
Continuing Nursing Education
Health Sciences Education &
Wellness Institute**
3000 Landerholm Circle SE
Bellevue, WA 98007
www.bcc.ctc.edu
- 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
- E AdvanceMed Educational
Services**
2777 Yulupa Ave., #213
Santa Rosa, CA 95405
1-800-526-7046
www.advancemed.com
- F Virginia Mason Medical Center**
Lin Portscher, Registrar
Education Resources, G2-ED
1100 9th Avenue
Seattle, WA 98111
206/223-6898
Linda.portscher@vmmc.org

AUGUST 2004:

2004 IDX National User's

Conference; Meeting Visions;
August 1-4; Boston, Mass.; Contact
Hours: 13; Fee: \$595; Contact: Erin
Ingersoll (206) 898-2613

Fundamentals of Early Breastfeeding Practices;

Evergreen Perinatal Education;
August 25-27; San Francisco, CA;
Contact Hours: 25.2; Fee: TBD;
Contact: Molly Pessl (425) 455-
3231

**Compassion Fatigue/Secondary
Trauma;** Bellevue Community
College; August 27; Bellevue, WA,
Fee: \$140; Contact: B

SEPTEMBER 2004:

**Pediatric Trauma Update Course
2004;** Central Washington Hospital;
September 7, 2004 and September
10th, Wenatchee, WA, Contact
Hours: 3.0, Free of Charge,
Contact: Education Services (509)
662-1511, ext. 2448.

RN Refresher Program; Bellevue
Community College; Sept. 8, 2004
– Jan. 28, 2005; Bellevue, WA;
Fee: \$2,400; Contact: B

**Wound Management Education
Program;** University of
Washington School of Nursing;
September 8-30, Seattle, WA,
Contact Hours: 129.6; Fee: \$3,495;
Contact: C

**CPR for Health Care
Professionals;** Bellevue
Community College; Sept. 10 &

17; Bellevue, WA; Adult CPR,
AED, First Aid Certificates Issued;
Fee: \$55; Contact: B

**Pacific NW 27th Annual
Conference for Advanced
Practice in Primary and Acute
Care;** University of Washington
School of Nursing; Sept. 15-18;
Seattle, WA; Contact Hours: 25.8;
Fee: \$355; Contact: C.

HIPAA Basics; Bellevue
Community College; Sept. 16;
Bellevue, WA; Fee: \$25; Contact:
B

OCTOBER 2004:

**Breaking the Cycle of
Depression;** University of
Washington School of Nursing;
October 4-5; Seattle, WA, Contact:
C

Wound Care Seminar, Virginia
Mason Medical Center, October 7;
Seattle, WA, Contact: F

Hyperbaric Medicine, Virginia
Mason Medical Center, October 11-
15; Seattle, WA, Contact: F

**Communicating in the Health
Care Environment – Gracious
Assertiveness;** Bellevue
Community College; October 14;
Bellevue, WA, Fee: \$35; Contact: B

**Communicating in the Health
Care Environment – Conflict
Transformation:** Beyond Blame;
Bellevue Community College;
October 21; Bellevue, WA, Fee:
\$35; Contact: B

Diabetes For Nurses, Virginia Mason Medical Center, October 21, Seattle, WA, Contact: F

Update in Medical-Surgical Nursing; University of Washington School of Nursing; October 21-22; Seattle, WA; Contact Hours: 16; Fee: \$275; Contact: C

Advanced Cardiac Life Support (ACLS); Virginia Mason Medical Center, October 22 & 23; Seattle, WA, Contact: F

Communicating in the Health Care Environment – Working as a Team: From Family Teamwork to Work Teams at Work; Bellevue Community College; October 28; Bellevue, WA, Fee: \$35; Contact: B

NOVEMBER 2004: Foundations in Chemotherapy Practice; University of Washington School of Nursing; November 1-2; Seattle, WA; Contact: C

Compassionate Listening and Dialogue; Bellevue Community College; November 6; Bellevue, WA, Contact: B

Rapid Response: Essential Skills for Urgent Clinical Situation; University of Washington School of Nursing; November 8; Seattle, WA; Contact Hours: 7.3; Fee: \$195; Contact: C

60 Second Survey: A Nurse's Guide to Physical Assessment/ Education Resource Center; Education Resource Center; November 11; Wenatchee, WA; Contact Hours: 4.4; Fee: None; Contact: Stephanie Harrison (509) 662-1515, ext. 3151.

Annual Wound Care Update 2004; University of Washington School of Nursing; November 17-18; Seattle, WA; Contact: C

DECEMBER 2004: 30th Annual Update in Gerontological Nursing; University of Washington School of Nursing; December 2; Seattle, WA; Contact: C

INDEPENDENT SELF STUDY COURSES:
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.

Indoor Air Quality's Impact; Contact Hours: 7.0; Fees: \$34.95; Contact: American Institute of Respiratory Education (209) 572-4172

Asthma Management; Contact Hours: 8.0; Fee: \$30; Contact: E

Congestive Heart Failure—Diagnosis & Treatment; Contact Hours: 6.0; Fee: \$25; Contact: E

Clinical Assessment Pulmonary Patient; Contact Hours: 4.0; Fee: \$20; Contact: E

Assessing Lung Sounds; Contact Hours: 2.0; Fee \$10; Contact: E

Smoking Cessation; Contact Hours: 12.0; Fee \$35; Contact E

Pulmonary Hygiene Techniques; Contact Hours: 6.0; Fee: \$25; Contact E

Lung Volume Reduction Surgery; Contact Hours: 2.0; Fee: \$10; Contact E

Metered Dose Inhaler Use; Contact Hours: 3.0; Fee: \$15; Contact E

Sleep Disorders; Contact Hours: 8.0; Fee: \$30; Contact E

HIV/AIDS Basic Education; Fee: Various; Contact B

Contact the following providers of independent study courses to request placement on their mailing lists:

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

Creative Education Unlimited, LLC
888/545-9991



Leadership Development Conference

September 26th–28th, 2004
Lake Chelan, WA

2004 LEADERSHIP CONFERENCE AGENDA

Sunday, September 26, 2004

12:00–1:00 Early Registration

1:00–6:00 Local Unit Council

All Local Unit Officers or designees are invited to the Fall council meeting. This is your opportunity to meet directly with the E&GW Cabinet, give your input to your elected leaders. Hear the latest information from the state and national level and have fun sharing Local Unit news with other LU leaders.

5:00–5:30 “THE NEW AND IMPROVED WSNA WEB SITE”

Jesse Kesler, BSN, RN, WSNA Nursing Rep.
Hanna Welander, BSN, RN, WSNA Nursing Rep.

Hear about the WSNA web site access for Local Units. Learn the features and benefits for YOUR Local Unit. See how your members will be able to view their contract on line, post newsletters and meeting notices and more via your Local Unit link on the WSNA web site.

5:30–6:00 “WSNA MEMBERSHIP and MY LOCAL UNIT”

Darlene Delgado, RN WSNA Membership Dept. Coordinator

Follow the path of a new member application from when it is filled out until it appears on your LU roster. Hear what we have done to speed up the process and prevent those black holes that eat membership applications. See the new reports, which will help you effectively track your membership. And, now is your chance to ask all those pesky membership questions!

6:00–8:00 Dinner on your own

8:00 WSNA NIGHT AT THE MOVIES

Join us at the local cinema for a special showing of the John Sayles movie “Matewan” If you are interested in labor history, and a great movie, don’t miss this drama.

Monday, September 27, 2004

Morning

7:30–8:30 Registration & Continental Breakfast

Sponsored by Children’s Hospital and Regional Medical Center

8:30–9:00 Welcome and Introductions

Kim Armstrong, BSN, RN, Cabinet on E&GW, Chair and *Barbara Frye*, BSN, RN, Director of Labor Program

9:00–10:00 “The Centralia Massacre”

Barbara Frye, BSN, RN, Director of Labor Program and *Juanita Heaton*, RN, WSNA Nursing Representative

Explore one of the seminal events in Washington state labor history. Learn about the forces that converged in Centralia—the Wobblies, the American Legionaries and war time patriotism that culminated in the tragic deaths of union activists in Centralia not that long ago. What influences did these and other union events of the time have on nurses and their attitudes about unions? What were the Washington state nurses doing in their workplaces during this turbulent time? Join us for this fascinating glimpse into labor history.

10:00–10:30 Break with the Vendors

10:30–12:00 “Perceptions of Activists and Those They Represent”

Phil Comstock, Founder and President of the Wilson Center for Public Research.

“Polls conducted by the Wilson Center over the past 25 years have shown that union leaders, especially the rank-and–file-activists, strongly influence the views of those they represent. Among members, perceptions of activists and union staff are second only to collective bargaining outcomes in influencing members’ views of the union. Where the contract does not provide for mandatory membership, perceptions of local unit officers and unit reps play a pivotal role in recruitment efforts—often even more important than bargaining outcomes.” We guarantee Phil’s presentation will change your ideas about membership recruitment and the role of “non-members”.

Afternoon

12:00–1:30 Lunch with the Vendors (Sponsored by NSO)

1:30–2:30 Concurrent Session Breakouts:

Group A: Negotiations: “Good-Better-Best-Bargaining Basics”

Kathi Landon, RN, WSNA Nursing Rep.

Group B: Conflict: “Enough Already ... Conflict Resolution without Trauma”

*Liz Ford, JD, Chief Counsel and
Anastasia Aldecoa, BSN, RN, WSNA Nursing Rep.*

Strategies and techniques to manage and survive conflict. Learn new ways to deal with conflicts between members and within groups.

Group C: Grievances: “The bare bones basics; the down and dirty; things you’ll need to know, assess, file, investigate and present a grievance.”

*Janet Parks, BSN, RN, WSNA Nurse Rep.
Pat McClure, RN, WSNA Nurse Rep.*

2:30-3:00 Break with Vendors

3:00-4:00 Concurrent Session Breakouts:

Group A: Conflict: “Enough Already ... Conflict Resolution without Trauma”

*Liz Ford, JD, Chief Counsel and
Anastasia Aldecoa, BSN, RN, WSNA Nursing Rep.*

Strategies and techniques to manage and survive conflict. Learn new ways to deal with conflicts between members and within groups.

Group B: Labor Law Topics: The hot issues in labor law.

*Mike Sanderson, JD, General Counsel
Linda Machia, JD, General Counsel*

Group C: Political Action for RN:

Ann Piazza, Asst. Dir. of Gov. Affairs & Media Relations

What does the election have to do with quality patient care and nursing practice?
EVERYTHING! Come hear why RNs cannot afford to sit on the sidelines when it comes to politics.

4:15-5:15 Concurrent Session Breakouts:

**Group A: Leadership Intensive Part I:
Limited enrollment**

Join the WSNA E&GW Cabinet and Board in the launch of a special leadership development series for current and future Association leaders. This is the first of a series, which will run over the next year.

Group B: Labor Law Topics: The hot issues in labor law.

*Mike Sanderson, JD, General Counsel
Linda Machia, JD, General Counsel*

Group C: Grievances: “The bare bones basics; the down and dirty; things you’ll need to know, assess, file, investigate and present a grievance.”

*Janet Parks, BSN, RN, WSNA Nurse Rep.
Pat McClure, RN, WSNA Nurse Rep.*

Evening

6:30-8:30 E&GW Awards Banquet

Join us as we honor Local Unit leaders for their extraordinary contributions on behalf of nurses in Washington.

Tuesday, September 28, 2004

Morning

7:30- 8:00 Continental Breakfast

Sponsored by Children’s Hospital and Regional Medical Center

8:00-9:00 Chemical Dependency is Treatable-Here’s How”

Jean Sullivan, Washington Health Professional Services

One out of 10 health care professionals experiences a problem with drugs or alcohol over the course of his or her career. Hear from an expert how you can identify signs that may signal a colleague in trouble, and a program that can help save a professionals career, license, and maybe even his or her life.

OR

Leadership Intensive Part II

(continued with limited enrollment)

9:00-9:30 Break

9:30-11:00 “Overexertion and Exhaustion: A Formula For Injury”

Maggie Flanagan, BSN, RN, Chair, WSNA Health and Safety Committee

“Overexertion injuries among health care workers are double that of workers in private industries and have risen by 50% in the last decade. Recognizing that those who perform a job know the best tools for nurses to identify hazards will be explained and solutions will be discussed. The focus of this session will be an introduction to the ergonomics of healthcare workstations and the lifting and handling of patients.”

11:00-12:00 United American Nurses- Our National Union

Cheryl Johnson, President of UAN, the largest union of RNs in America, will motivate, stimulate and excite as she talks about the power of nurses when we use our power as union activists to better our workplaces, our practice and our ability to provide the best patient care.

12:00-12:30 Wrap Up – Celebration of 2004

Save your spot in Chelan for the 15th Annual Leadership Conference by sending your registration now. Join us for training, sharing, networking and of course FUN.

2004 LEADERSHIP DEVELOPMENT CONFERENCE

First Name: _____
 Last Name: _____
 Informal First Name: _____
 Credentials: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Local Unit: _____
 Daytime Phone: _____
 Email: _____
 Local Unit Officer Title: _____
 # of Leadership Development Conferences Attended: _____
 # of Years as a WSNA Member: _____

Concurrent Sessions (select one from each posted time)

	Time		
Session	1:30–2:30	3:00–4:00	4:15–5:15
Negotiations	☐	N/A	N/A
Conflict	☐	☐	N/A
Grievance	☐	N/A	☐
Labor Law Topics	N/A	☐	☐
Political	N/A	☐	N/A
Leadership Intensive I & II	N/A	N/A	☐

Your T-Shirt: (circle one) **Womens** **Mens**
 (circle one) S M L XL 1X 2X 3X 4X (mens only)

If you have any special needs contact: Deb Weston (206) 575-5959, Ext. 3003

Return form to WSNA; 575 Andover Park West #101; Seattle, WA 98188 or FAX: (206) 575-1908. For questions, Please contact WSNA Business Manager, Deb Weston at (206) 575-7979, Ext. 3003 or email dweston@wsna.org

Directions to Campbell's Resort

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

Contact Campbell's at 800-553-8225 or 509-682-2561, reference Registration Group Code WSNA4

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
- Drive approximately 14 miles (just before entering

Wenatchee) and take 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 Campbell's Resort is on the left side (lake side)

To Chelan via Hwy. 2 /Stevens Pass

- East on Hwy. 2 over Stevens Pass
- Driving towards 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 Avenue
- Cross bridge and Campbell's Resort is on the left side (lake side)

REGISTRATION

Attendance Fee: \$250
 Invited guests to Monday, Sept. 27th Awards Dinner
☐ Yes, I will have _____ dinner guest(s) at \$25 each.

METHOD OF PAYMENT

☐ Check or Money Order Payable to WSNA
☐ Visa/MC
 Card Number: _____

Expiration Date: _____

Print Cardholders Name: _____

Cardholders Signature: _____

☐ My conference registration fee is to be paid by:

(Local Unit)

Signature of LU Chair/Co-Chair

Total Payment Due to WSNA:

\$ _____

Approval of Contact Hours Pending. The Washington State Nurses Association Continuing Education Provider Program (OH-231) is approved as a provider of continuing education by the Ohio Nurses Association, which is accredited as an approver of continuing education in nursing by the American Nurses Credentialing Center's Commission on Accreditation. OBN-001-91



Nursing Appreciation Night with the Storm

Supported by the Washington State Nurses Association

Seattle Storm vs. Detroit Shock

Wednesday, September 8

7 p.m. at KeyArena

(doors open at 6 p.m.)

Join us as the Storm honor all Nursing Professionals in Washington State.
Enjoy special recognition of your organization and your profession!

Ticket Options

Block tickets

- 25 tickets at \$18 (reg \$21) = \$450
- 25 tickets at \$14 (reg \$19) = \$350

Benefits

Your organization recognized on ArenaVision as well as the chance to promote your organization at the concourse display table.

Additional tickets are available at the \$18 or \$14 price if your group exceeds 25!

Individual tickets

- Attend the game at a discount with your family and friends in support of Nursing Appreciation Night. You will be recognized as an integral part of a growing nursing profession in Washington State!

⇒ Regularly priced \$21 tickets only \$18 (sideline seating)

⇒ Regularly priced \$19 tickets only \$14 (corner seating)

Order Form on Next Page



storm.wnba.com



Nursing Appreciation Night Night with the Storm

Wednesday, September 8
7 p.m. at KeyArena



ALL SEATS LOCATED IN THE LOWER BOWL!

Organization Name _____

Contact Name _____ Day Phone (____) _____

Address _____

City _____ State _____ Zip _____

E-mail _____

Hurry, seats are limited! Deadline to order tickets: FRIDAY, SEPT. 3, 2004

GAME	NUMBER OF TICKETS	PRICE (circle one)	TOTAL
Storm vs. Detroit Shock Wednesday, Sept. 8 7 p.m. at KeyArena	☐ 25 ☐ 50 Individual # _____	X \$18 (sideline) or X \$14 (corner)	\$ _____

Payment Options: MAKE CHECKS PAYABLE TO: SEATTLE STORM
Please Circle Your Selection:

VISA MC AMEX DISC

Credit Card Number: _____ Exp. _____

Card Holder's Signature: _____

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

Mail this completed order form along with payment to:



Seattle Storm
Attention: Amy Burdick
351 Elliott Ave W Suite 500
Seattle, WA 98119

You may fax your order to Amy at (206) 272-2607

Questions?
Call Amy at (206) 272-2606

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

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