

# THE WASHINGTON NURSE

Volume 35, No. 3 Fall 2005



## LEADERSHIP DEVELOPMENT CONFERENCE 2005

E&GW Awards   What is Leadership?   Photos & More   **Page 8**

- |                                                           |                                                     |                                                             |                                         |
|-----------------------------------------------------------|-----------------------------------------------------|-------------------------------------------------------------|-----------------------------------------|
| <b>2</b> Calendar of Events                               | <b>13</b> Nursing Practice Q & A                    | <b>25</b> ANA News                                          | <b>32</b> Ending Workplace Violence     |
| <b>3</b> In Focus                                         | <b>14</b> Healthcare Workers Urged to Get Immunized | <b>27</b> At the Polls: I-330 and I-336                     | <b>33</b> Continuing Education Calendar |
| <b>4</b> You Were Represented                             | <b>15</b> Warning: Pandemic Flu                     | <b>28</b> WSNA Holds Environmental Health Training Workshop | <b>35</b> New Members                   |
| <b>5</b> Legislative & Health Policy Council Update       | <b>16</b> WSNF News                                 | <b>30</b> Environment Health Lecture Series                 |                                         |
| <b>8</b> Leadership Conference                            | <b>17</b> Hurricane Relief Efforts                  | <b>31</b> Reducing Hazards in Health Care                   |                                         |
| <b>13</b> Providing for the Washington Center for Nursing | <b>22</b> Nursing News Briefs                       |                                                             |                                         |
|                                                           | <b>24</b> In Memoriam                               |                                                             |                                         |
|                                                           | <b>25</b> District News                             |                                                             |                                         |

## Hurricanes Katrina and Rita

WSNA and ANA Nurses Help With Relief Efforts   **Page 17**

Inside...   Environmental Health   •   Workplace Violence   •   Legislative Day Registration Form

# THE WASHINGTON NURSE

Volume 35, No. 2  
Summer 2005

## WASHINGTON STATE NURSES ASSOCIATION

575 Andover Park West, Suite 101  
Seattle, WA 98188, Tel: 206/575-7979  
Fax: 206/575-1908, [wsna@wsna.org](mailto:wsna@wsna.org)

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

The information in this newsmagazine is for the benefit of WSNA members. WSNA is a multi-purpose, multi-faceted organization. *The Washington Nurse* provides a forum for members of all specialties and interests to express their opinions. Opinions expressed are the responsibilities of the authors and do not necessarily reflect the opinions of the officers or membership of WSNA, unless so stated. Copyright 2004, WSNA. No part of this publication may be reproduced without permission.

**ADVERTISING**—Information on advertising rates may be obtained on the WSNA website [www.wsna.org](http://www.wsna.org), under PR and *The Washington Nurse*, or by contacting the WSNA Business Agent at 206/575-7979. Advertising deadlines are: March 1, June 1, September 1, and December 1. Advertising will be accepted on a first come, first served basis for preferred positions, pending space availability. WSNA reserves the right to reject advertising. Paid advertisements in *The Washington Nurse* do not necessarily reflect the endorsement of the WSNA Members, Staff or Organization.

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

## ARTICLE SUBMISSION DEADLINES

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

## Calendar of Events

### October

- 13-14 CNEWS Meeting, Seattle
- 15 WSNA Professional Nursing and Health Care Council Meeting
- 21 WSNF Board of Trustees Meeting

### November

- 8 Election Day
- 16 ARNP Coalition Meeting
- 17 Washington Center for Nursing Board Meeting
- 18-19 WSNA Board of Directors Meeting

## 24-25 Office Closed for Holidays

### December

- 5 "Code Blue" Access to Healthcare Town Hall Meeting
- 6 20th Annual Washington Health Legislative Conference
- 8 WSNA Occupational and Environmental Health and Safety Committee
- 16 Washington Nursing Leadership Council Meeting

## 26-30 Office Closed for Holidays

### January 2006

- 2 Office Closed for New Years Day Holiday
- 17 Cabinet on Economic and General Welfare Meeting
- 30 2006 Nurse Legislative Day, Olympia, WA

## Save the Date

### March 6th, 2006

WSNA Nursing Hall of Fame

## WSNA BOARD OF DIRECTORS & HEADQUARTERS STAFF

### PRESIDENT

Kim Armstrong, BSN, RN, *Olalla*

### VICE PRESIDENT

Mary Walker, PhD, RN, FAAN, *Bellevue*

### SECRETARY/TREASURER

Jean Pfeifer, BSN, *Kirkland*

### DIRECTORS-AT-LARGE

Harriet Colwell, RN, *Pasco*  
Sally Herman, RN, *Mount Vernon*  
Pamela Rimel, RN, *Yakima*  
Judith Turner, RN, *Fox Island*  
Stasia Warren, MSN, RN, *Spokane*

### CHAIR, PROFESSIONAL NURSING & HEALTH CARE COUNCIL

Joan Caley, RN, MS, CNS, CNAA-BC, *Vancouver*

### CHAIR, LEGISLATIVE & HEALTH POLICY COUNCIL

Susan E Jacobson, RN, *Yakima*

### CHAIR, CABINET ON ECONOMIC & GENERAL WELFARE

Tim Davis, RN, *Mt. Vernon*

### EXECUTIVE DIRECTOR

Judith A. Huntington, MN, RN

### DIRECTOR, LABOR RELATIONS & MEMBERSHIP SERVICES

Barbara E. Frye, BSN, RN

### DIRECTOR, PRACTICE & EDUCATION

Joan Garner, MN, RN

### EDUCATION SPECIALIST

Hilke Faber MN, RN, FAAN

### DIRECTOR, GOVERNMENTAL AFFAIRS & COMMUNICATIONS

Anne Tan Piazza

### CONTRACT LOBBYIST

Tamara Warnke

### WEB & COMMUNICATIONS SPECIALIST

Ben Tilden

### CHIEF COUNSEL

Elizabeth Ford, JD

### GENERAL COUNSEL

Linda Machia, JD  
Michael Sanderson, JD

### ECONOMIC AND GENERAL WELFARE STAFF

Debbie Bessmer, BSN, RN  
Darlene Delgado, RN  
Becky Dawson, BSN, RN  
Junaita Heaton, BSN, RN  
Kathi Landon, RN  
Pat McClure, RN  
Deborah Neiman, RN  
Janet Parks, BSN, RN  
Hanna Welander, BSN, RN

### BUSINESS AGENT & SYSTEMS ADMINISTRATOR

Deb Weston

INFORMATION & RESOURCES  
AVAILABLE ONLINE AT  
[WWW.WSNA.ORG](http://WWW.WSNA.ORG)

We are hearing a lot of confusing statements regarding initiatives I-330 and I-336. Initiatives seem to play on voter emotions and not necessarily on what is best for the People of Washington. Remember how most of Washington voters were pleased when Car Tabs decreased in cost through the initiative process and the cries of outrage from the same public when essential public safety services such as police, fire and ambulance services were immediately decreased? What is being presented on these initiatives in short advertisements and sound bites are surface information at best. For example we hear:



1. Physicians are leaving our state in mass numbers.
2. Without limits on jury awards, consumers will not have access to health care.
3. Health care costs so much because of liability insurance premiums.

What is the truth? “Tort Reform” is certainly one of the most complicated issues of our times. But I am asking myself many questions and I am looking for the answers and I encourage each of you to research the issues prior to making an informed decision.

The initiative process often brings a small group’s needs and desires into the public light. Such is true in the case of I-330, which is backed by the Washington State Medical Association (WSMA). I-330 proposes a polarized position as to what is needed by physicians in order to remain as practitioners in our state. What they say they need: **Lower Liability Insurance Rates**. They would accomplish this by restricting an individual’s **Right to Sue** when malpractice occurs and place a very low **Cap** of \$350,000 on non-economic damages for most malpractice cases, without any adjustment for future inflation.

What is not stated is how the initiative would allow physicians and hospitals to require patients to agree to binding arbitration in malpractice cases—in other words, waiving their right to take their case to court. Just imagine the possibilities. A person with chest pain is admitted to the hospital Emergency Department. Before diagnosis and treatment is begun, the patient or next of kin is required to sign a statement agreeing not to go take the physician or hospital to court if their loved one is injured by a mistake. I-330 would also change the current system of liability to make it harder for an injured patient to collect the full amount a court awards them if one or more of the liable parties (such as a negligent physician or a hospital) doesn’t pay.

In addition, I-330 doesn’t address insurance reform at all. The insurance industry is not held accountable to explain and provide evidence to justify rate increases. There needs to be more transparency with regard to insurance industry practices. But I-330 is silent on these issues. Notably, most of the physicians in this state are insured by a **Physician’s Owned** insurance company which last year provided dividends to its shareholders.

Then there is I-336, which is supported by the Washington State Trial Lawyers Association (WSTLA). According to this initiative, **No Caps** are necessary on non-economic damages. This is not an answer either. What is needed is a reasonable **Cap** on non-economic injuries, with allowance for adjustments for the rate of inflation. If the trial lawyers can’t acknowledge that there are some excessive non-economic awards, and that some reasonable limits are needed, they lend credence to the advertisements for I-330 showing lawyers “stuffing their pockets” with their percentage of the award. I-336 fails to provide any system-based approaches - which are absolutely essential in the reduction of medical errors - to enhance patient safety. If we enhance patient safety, it stands to reason there will be less liability simply because less mistakes will be made.

I-336 does require public hearings prior to increases in insurance premiums and requires insurers to disclose information regarding their financial status, so there is a small attempt to look into insurance reform.

There is no doubt malpractice reform must occur. However it is clear that neither of these initiatives serves the consumers of health care in Washington State. In 2004, WSNA along with ARNPs United of Washington State, Washington Association of Nurse Anesthetists, Washington Chapter of American College of Nurse-Midwives, and Association of Advanced Practice Psychiatric Nurses outlined a set of basic principles, which are central to a balanced and workable approach to malpractice reform.

### These principles include:

1. **Consumer access to affordable health care services**  
Washington’s nurses support universal access to health care services. Far too many Washingtonians do not have access to affordable health care services due to geographic isolation, maldistribution of providers, or lack of insurance. Drastic increases in liability insurance drive providers from certain specialties or certain geographic areas, further eroding consumer access to care. *Assuring consumer access to health care services must guide efforts to address the liability insurance crisis.*

2. **Provider access to affordable liability insurance**  
The availability of adequate and reasonably priced



insurance benefits providers and their patients who are assured access to care when providers continue to practice. The lack of liability insurance should not drive the choice of specialties, locations, or services provided. *All providers should have access to adequate and reasonably priced insurance.*

### 3. Fair treatment (including reasonable compensation) for injured patients

Although the tort system is flawed, it does offer a way for patients who are victims of malpractice and negligence to be compensated for their injuries. Changes in the tort system should not come at the expense of fairness to patients who have suffered injury as the result of provider negligence. *Injured patients must maintain the right to receive reasonable compensation and legal representation.*

### 4. Prevention of medical injuries

Solutions to the liability insurance crisis must include efforts to reduce the incidence of medical errors and injuries. The understanding of incidence, causes and strategies for preventing medical errors has grown immensely over the past several years, and probably will continue to do so. *Prevention is a critical feature of any meaningful efforts to address liability and malpractice.*

Unfortunately, neither I-330 nor I-336 meet these criteria. They primarily meet the special interests of the two groups that support them. Since neither of these initiatives is best for Washington, I urge you to vote **NO** on both of them and send this matter and all interested parties back to the Legislature for a **REAL** solution that benefits both providers and patients. And together we can support our elected representatives and hold them accountable to pass laws that are best for all of the people of Washington, not simply well-funded special interest groups.

[Editors Note: WSNA is united with the ARNPs United of Washington State, the Washington Association of Nurse Anesthetists, the Washington Chapter of American College of Nurse-Midwives, and the Association of Advanced Practice Psychiatric Nurses in opposition to both I-330 and I-336. Please see page 27 for more on this issue.]

## 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 **June through September 05**.

- WA DOH Public Health Emergency Preparedness Joint Advisory Committee
- Hurricane Relief planning with WSNA, WSHA, 1199, USNU, DOH and the Governor's Office
- Meetings with the Governor's Office Appointments staff
- Meetings with DOH staff on implementation of new legislation passed in 2005
- Meetings of the Washington State Nursing Care Quality Assurance Commission, its Practice and Education subcommittees, and task forces on policies related to continued competency, interstate compact, IV therapy for LPN's and administration of conscious sedation
- Washington State Medical Quality Assurance Commission meeting
- ANA/WSNA health and safety booth at the National Conference of State Legislators meeting
- WTECB Health Care Personnel Shortage Task Force
- Public Health Funding Roundtable
- Working for Health Coalition (access to care issues for children)
- Mental Health Parity Coalition
- Washington State Labor Council "Fair Share" work group on access
- WA Health Foundation meetings re: Healthiest State of the Nation campaign
- Steering Committee of the Foundation for Health Care Quality on Prevention of Medical Errors
- Steering Committee and Implementation Work group for 100 Thousand Lives Campaign
- WA State Hospital Association Advisory Panel on improving safety in hospitals
- ARNP Coalition meetings on advanced practice issues
- Washington Nursing Leadership Council (WNLC)
- Washington Center for Nursing (WCN) Board Meetings
- Semi-annual meeting of the Council of Nurse Educators of WA State (CNEWS)
- Local and regional Workforce Development Council (WDC) Health Care skills panels
- Johnson and Johnson "Promise of Nursing" Steering Committee



- Quarterly meeting of the University of Washington Continuing Education stakeholders
- Beldon Foundation regarding environmental health strategies in Washington State
- Health Care Without Harm and CHE-NW on environmental health issues
- Grant-funded WSNA workshop: Developing Nurses as Environmental Activists
- Duwamish Apprenticeship Brainstorming Session on LPN education
- ANCC site visit for accreditation of the WSNA CEARP program
- Opening of the Clinical Performance Lab at Seattle University
- WA Department of Labor and Industries Task Force to Examine Lifting in Health Care
- 2005 Governor's Health and Safety Conference
- AFL-CIO train-the-trainer conference for a union approach for health and safety
- ANA Constituent Assembly meetings in Washington DC
- ANA House of Delegates meetings in Washington DC
- ANA Board of Directors meeting in Washington DC
- ANA State Association Lobbyists' Meeting in Washington DC
- SNA Labor Coalition leadership meeting of UAN states, ANA and UAN
- UAN National Labor Cabinet Meeting in Washington DC
- UAN 5th Annual Labor Leader Institute
- WSNA 16th Annual Leadership Conference

## Legislative & Health Policy Council Update

The Legislative and Health Policy Council met on October 2nd to propose the 2006 Legislative & Health Policy Platform and the 2006 Legislative & Regulatory Agenda. These will be submitted to the WSNA Board of Directors for approval in November.



Nursing shortage related issues such as workplace health and safety, nursing workforce data collection, RN faculty salaries, funding for nursing enrollments and RN scholarships continue to be among our legislative priorities for next year. In addition, we will continue our efforts to ensure safe RN staffing standards and safe patient handling in order to ensure quality patient care.

Preparations are well under way for the 2006 Nurse Legislative Day on Monday, January 30th in Olympia (see registration form elsewhere in this issue of the WA Nurse). We are excited that Governor Christine Gregoire has agreed to be our keynote speaker.

In addition, the WSNA-PAC Board is making plans to embark on an aggressive fundraising campaign in 2006

to help elect more lawmakers who are supportive of nursing. So please join us at Nurse Legislative Day and consider making a contribution to WSNA-PAC so that we can continue our work in educating candidates about the important nursing issues and elect officials who can assist us in achieving our goals. Remember: WSNA dues money is NOT used to support candidates for political office, only separately donated funds raised by the WSNA-PAC are used for that purpose.

Please check our website [www.wsna.org](http://www.wsna.org) in December for the official 2006 Legislative & Health Policy Platform and the 2006 Legislative & Regulatory Agenda.

# 2006 Nurse Legislative Day

Join hundreds of nurses and nursing students from around the state. It's an energizing, educational, fun-filled day.

*Learn about critical nursing and health care legislation to be considered during the 2006 Legislative Session.*

*Obtain the skills needed to become a citizen lobbyist. Learn how to communicate effectively with your elected officials.*

*Meet with hundreds of nurses and nursing students throughout Washington State.*

*Visit with your state representatives and let them know which issues are important to you.*

*Unite with other nurses and educated lawmakers on nursing the health care issues.*

Featuring  
Keynote Speaker



Governor  
Christine Gregoire

**Monday,  
January 30th  
in Olympia**

For Agenda and Registration Form  
visit [wsna.org](http://wsna.org)

# Nurse Legislative Day 2006 - Monday, January 30, 2006

Presented by Washington State Nurses Association

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

## Schedule:

|                         |                                                                                                                                                                                                       |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7:30 a.m. – 8:30 a.m.   | <b>Registration / Check-in / Continental Breakfast</b>                                                                                                                                                |
| 8:30 a.m. – 8:45 a.m.   | <b>Welcome and Introductions</b>                                                                                                                                                                      |
| 8:45 a.m. – 9:45 a.m.   | <b>Current Legislative &amp; Regulatory Nursing Issues</b>                                                                                                                                            |
| 9:45 a.m. – 10:45 a.m.  | <b>Keynote Address by GOVERNOR CHRISTINE GREGOIRE</b>                                                                                                                                                 |
| 10:40 a.m. – 11:00 a.m. | <b>Break</b>                                                                                                                                                                                          |
| 11:00 a.m. – 12:00 p.m. | <b>Concurrent Breakout Sessions:</b><br>1. Grassroots Political Action - Basics of Legislative Advocacy<br>2. Safe Nurse Staffing<br>3. Environmental Health<br>4. Advanced Nurse Practitioner Issues |
| 12:30 p.m. – 1:30 p.m.  | <b>Luncheon at the Capitol with Legislators</b><br>Sponsored by WSNA, ARNPs United and Washington Association of Nurse Anesthetists                                                                   |
| 1:30 p.m. – 4:30 p.m.   | <b>Attend Hearing/Meet with Legislators – please make your own appointments with Legislators, for more information</b>                                                                                |
| 4:30 pm – 7:00 p.m.     | <b>Legislative Reception at Columbian Room in the Capitol</b><br>Hosted by Washington Association of Nurse Anesthetists, ARNPs United and WSNA                                                        |

All registration fees include continental breakfast, box lunch, and evening reception.

Pre-registered students \$ 20                      Students who register at the door \$ 30

Pre-registered WSNA, ARNPs United, AAPPN, WANA, AORN and SNOW members \$ 50

Pre-registered non-members \$55                      Late registrants at the door \$ 70

⇒ The Ramada Inn Governor House is holding 30 rooms at a special rate for us on the night of January 29th. Please call the hotel at (360) 352-7700 for reservations by January 10<sup>th</sup> for the special rate.

**Registrant information** — each registrant must complete his/her own form, photocopy as needed.

\$ \_\_\_\_\_ Registration fee (includes breakfast, box lunch, and evening reception)

\$ \_\_\_\_\_ PAC contribution (suggested donation \$25)

**Total payment due: \$ \_\_\_\_\_**

Name: \_\_\_\_\_ Credentials: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Legislative District: \_\_\_\_\_ Mem. ID/SS#: \_\_\_\_\_

Payment: \_\_\_\_\_ Check payable to WSNA

\_\_\_\_\_ Visa/Master Card #: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ Expiration date: \_\_\_\_/\_\_\_\_

Cardholder's name: \_\_\_\_\_ Cardholder's signature: \_\_\_\_\_



# 15th Annual Lake Chelan Leadership

Once again, the last weekend of September found WSNA staff nurse leaders from across the state trekking to Lake Chelan for the annual WSNA Leadership Conference. The sun was out and the group took full advantage of warm days to enjoy breaks by the lake and the cool nights in the hot tub after a busy day of classes. More than 100 nurses were in attendance, about half of whom were first time attendees.



The conference began with the Fall meeting of the WSNA Local Unit Council. Leaders from 27 local units heard updates about ANA, UAN and WSNA activities. New Local Unit officers were officially installed and pledged to: “uphold the WSNA bylaws, local unit rules, and the ANA code of ethics, and perform the duties of the office to which I was elected to the best of my ability...” Each officer was presented with a specially designed blue, white and gold WSNA Local Unit Officer pin by the Chair of the E&GW Cabinet, Tim Davis.



Following the Council meeting, Darlene Delgado, the WSNA Membership Coordinator, provided an overview of important changes in the membership process and reviewed how to use the reports that help officers track membership in their units. Her presentation was followed by an opening Welcome Wine and Cheese Reception sponsored by the Cabinet on Economic and General Welfare.

The Leadership Conference officially began on Monday morning with a 6:45 am “Hike for Health” followed by “Breakfast with the Vendors,” sponsored by the Washington Dairy Council. Monday morning concurrent CE sessions included classes on “Organizing,” “Effective Conference Committees,” “Grievances for the Beginner,” and “Bargaining for Success.”

The Keynote session by Jane Neubauer, RN, MS of Creative Leadership Retreats, helped participants gain insight into their beliefs and values as well as an understanding of the concept of emotional intelligence and its relationship to life’s success and its application to patient care.



# Conference

In the afternoon additional concurrent classes were held on "Zipper Clauses, Past Practice and Recognition Clauses," "Advanced Grievances," "Accepting and Rejecting Assignments: Knowing Your Rights and Responsibilities," and "Website & Media: Tools to Advance Your Local Unit."

On Monday evening, everyone gussied up for the now famous E&GW Awards Banquet.

As participants arrived, they were entertained by a three piece orchestra who set a celebratory tone for the evening. Door prizes and the premier of the new WSNA promotional video provided additional excitement. After a fabulous dinner, the highlight of the evening, the Third Annual E&GW Awards Ceremony, was hosted ably by the E&GW Cabinet members: Tim Davis, Jeanne Avey, Judi Lyons, Debra Brogan, Julia Weinberg, Martha Goodall, and Pamela Newsom. Tears and cheers were the order of the night as awardees heard the praises of those who nominated them and accepted their awards to thunderous applause. Everyone had a wonderful time at this very special evening.

Congratulations are in order to all of the 2005 E&GW  
Continued next page...



Above

**Rob Salas**, St Clare Hospital  
Grievance Officer, newly  
appointed to the Washington  
State Nursing Care Quality  
Assurance Commission, with  
**Susan M Jacobson** and her  
daughter

Below

**Susan E Jacobson**, of Yakima  
Regional Medical Center, Chair,  
Legislative & Health Policy  
Council

Top Left

Co-presenters **Jeanne Surdo** and **Jean Ross**

Middle Left

Sacred Heart Medical Center Co-Chair  
**Kathy Ormsby** and WSNA Nurse Rep  
**Debi Bessmer**

Bottom Left

**Tim Davis**, Chair, Cabinet on Economic  
and General Welfare, and WSNA Senior  
Nurse Rep **Kathi Landon**

Right

**Martha Goodall**, Holy Family Hospital  
Co-Chair and member of the Cabinet on  
Economic & General Welfare







Above  
E&GW Award Winners

#### Award Winners:

- **Outstanding Local Unit Chair:**  
**Marty Avey, Sacred Heart Medical Center**
- **Outstanding Grievance Officer:**  
**John Tweedy, Skagit Valley Hospital**
- **Adversity Award:**  
**Sacred Heart Medical Center Local unit and Yakima Regional Medical Center Local Unit**
- **Membership Award 2005:**  
**Sibyl Davis, University of Washington Medical Center**
- **Outstanding Negotiating Team:**  
**Grays Harbor Community Hospital Team**
- **Local Unit "Rising" Star Award:**  
**Keith Koga, University of Washington Medical Center**

Tuesday morning dawned bright and early for those who again participated in the 6:45 am "Hike for Health" and breakfast with our vendors. Mary Walker, PhD, RN, FAAN, Dean of Seattle University College of Nursing, and WSNA Vice-President, an ever popular speaker at Leadership, tied the work of the previous day together with her thought provoking talk "The Thoughtful Side of Leadership."

Mary helped participants examine personal leadership and their own personal leadership values. She reminded us that "the capacity to lead is rooted in virtually any individual and in every community." After breaking into small workgroups, participants discussed and developed their own definition of leadership and leadership values (see adjacent box for a partial list and the WSNA website for a complete list of the small group's definitions). Everyone left the session truly inspired and energized with new ways of looking at leadership and themselves as leaders.

Leadership 2005 ended at noon on Tuesday following a joint presentation by Jeanne Surdo and Jean Ross, staff nurses from Minnesota who have both served on the United American Nurses (UAN) Executive Council. The "Jeans" as they are called in Minnesota, told their stories of their rise from local unit member to local unit leader to E&GW Chair in their State, and finally to the Executive Council of the UAN – the largest union of registered nurses in America. Their stories were both inspiring and a reminder that capable and committed staff nurses can and do become national leaders!

If you didn't get to attend this year, be sure to make your plans for next year – the 2006 WSNA Leadership Conference will again be held in Chelan, September 24 – 26, 2006.

# What is Leadership? 2005 Leadership Conference Work Group Results

Below is a list of the definitions and values about Leadership created by the participants in the 2005 WSNA Leadership Conference. This list was created during the session called “The Thoughtful Side of Leadership” led by Mary Walker, WSNA Vice President.

## **Leadership is...**

To be calm and organized. To delegate through effective communication with those we work with, using their talents and resources to the best of all capabilities. To acknowledge, honor and appreciate those on our team.

## **Leadership means...**

- Lead by Example: Never expect of others what you would not do yourself.
- Do not do it for them. Tough love – value in recognizing the quiet leaders.
- Group Power – It should not be the last man standing to speak out.
- Priority – Be safe – Be nice – Have Fun!
- Be respectful; not manipulative; be responsible and accountable.
- Ask the hard questions/Are you afraid of conflict.
- Having the courage to speak out. Making and spending the time to listen to each others points of view.
- Strong sense of self – can sometime be a barrier at times.
- To support and let others lead. To watch and let them move forward. To step forward and if they step backward lift them up and start again.

## **Leadership is using my authentic center to...**

- Guide and teach
- Promote bonding between staff
- Inspire positivity
- Connect
- Being selfless while motivating

others

- Aid in developing solutions
- Empower others
- Light another’s candle so they will shine bright!

## **Leadership should...**

- Lead By Example!
- Look at the Bigger Picture
- Get out of your comfort zone
- Leaders may not be in charge
- Empower Others
- Help everyone to agree and get buy-in

## **Leadership is...**

- Leadership is not POWER over people but rather POWER with people.
- Being visible and involved.
- Be present or in the presence.
- To be NOBLE. Aspiring to be the best you can be.
- Recognizing individual talents and skills and encouraging team work.
- Sharing our own gifts, talents, skills and encouraging others to share theirs.

## **Leadership is...**

- Harmony
- Respect
- Cooperation
- Listening – Active
- Promotes cohesiveness, quality, fairness and unity.
- Silent leadership
- Inspirational
- Selfless

- Genuine
- Spiritual
- Positive

## **Leadership is not an evolution...**

- Leading is teaching – assessment – coaching educating about where you want to go.
- Everyone comes with own agenda, background, history.
- Leadership is about understanding -- the putting together the pieces so that a common goal can be reached.
- Leadership is knowing about the people you are leading – making the assessment.
- Once you know – it means the leader needs to then take people to the next step – toward a common vision.
- Leadership is earned – not given – not a hierarchal style.
- In emergency situations – need some more succinct direction – hierarchal.
- Various leadership styles – need to know your people – so know which kind of style to use.
- Be flexible and change your leadership style.

## **A Leader...**

Works from core beliefs to create harmony by caring for others and self and empowering others to do the same.

## **Leadership qualities are...**

- To Listen
- To Be Open



- 
- Play Fair
  - Skill to bring out the quiet ones.
  - To be able to bring point(s) across
  - Encourage participation without intimidation
  - Explore all possibilities.
  - Communication
  - Accept a change.
  - Personal issues not involved.
  - Honor others' opinions
  - Provides direction when needed.

### **Leadership is...**

- Position for guidance
- Example
- Great responsibility
- A privilege – not a right
- Empowering others to become leaders

- Role Model
- Nurturing
- Listener
- Motivator
- Navigator
- Ability to delegate
- Follow through
- Serves others
- Inspires
- Commitment
- Visionary
- Risk Taker

### **A Leader...**

- Leads by example.
- Is a server first.
- Shares knowledge.
- Does not abuse power.
- Trust and relationship.

- Doesn't ask or expect people to do something they wouldn't do themselves.
- Open minded.
- Knows when to listen and when to act!

---

WSNA would like to thank the following exhibitors at our 2005 WSNA Leadership Development Conference

AFLAC  
 Children's Medical Ventures  
 Clarke & Stone Book Store  
 Electrocom  
 GCI Connect MD  
 Gonzaga University School of Nursing  
 Grapevine Hats  
 Northwest Lions Eye Bank  
 Northwest Tissue Center  
 Prepaid Legal, Inc  
 The Psychology Shop  
 Seattle University College of Nursing  
 Washington State Dairy Council  
 WSU Intercollegiate School of Nursing

---

WSNA would also like to thank the following for their generous contributions and support of our 2005 WSNA Leadership Development Conference

Children's Hospital and Regional Medical Center  
*Sponsoring both Sunday and Monday Afternoon Breaks*  
 Frank Doolittle Company  
 Pierce County Nurses Association  
 Service Printing, Inc.  
 Tacoma General Hospital Local Unit  
 Washington State Dairy Council

# Providing for a Central Resource Center for the Nursing Workforce

**On May 4, 2005, Governor Christine Gregoire signed Senate Bill 5599,** Providing for a Central Resource Center for the Nursing Workforce. This legislation is effective as of July 24, 2005. The legislation enacts a \$5 surcharge on nurses' licensing fees to provide financial support for a Center for Nursing for Washington State. The surcharge will be in the form of a \$5 increase on the nursing licensing fees for all registered nurses and licensed practical nurses beginning November 21, 2005. This will include initial licensure, renewals and reactivations. Advanced Registered Nurse Practitioners will pay the \$5 fee on their registered nurses licenses.

The Senate bill can be viewed by visiting [www.leg.wa.gov/pub/billinfo](http://www.leg.wa.gov/pub/billinfo). Enter 5599 in the bill number box to view the full language of the bill. The legislation states that the mission of the Center for Nursing will be "to contribute to the health and wellness of Washington state residents by ensuring that there is an adequate nursing workforce to meet the current and future health care needs of the citizens of the state of Washington." The Center for Nursing will provide this service by completing seven objectives:

1. Maintain information on the current and projected supply and demand of nurses;
2. Monitor and validate trends in the applicant pool for

programs in nursing;

3. Facilitate partnerships between the nursing community and other health care providers, licensing authority, business and industry, consumers, legislators, and educators;
4. Evaluate the effectiveness of nursing education and articulation among programs to increase access to nursing education;
5. Provide consultation, technical assistance, data and information related to Washington state and national nursing resources;
6. Promote strategies to enhance patient safety and quality patient care; and,
7. Educate the public including students in grades K-12 about opportunities and careers in nursing.

The Department of Health will collect the fees and work with the Nursing Care Quality Assurance Commission and the Workforce Training and Education Coordinating Board to award grants to a Central Nursing Resource Center. An annual report to the Department of Health will be completed. The legislation is effective through June 30, 2013. A report is due to the legislature in June 2012 on completion of the objectives.

If you have questions, please contact the Department of Health, Nursing Care Quality Assurance Commission, at (360) 236-4713.

## Nursing Practice Update Q&A by Joan Garner, WSNA Director of Nursing Practice and Education

**Q. Can I practice as an LPN after I have passed my NCLEX-RN exam?**

A. You may be hired to fill an LPN position, however if you are licensed as an RN you will be held to the scope and standards of the registered nurse. Whether you have been oriented to an RN position in your facility is of no consequence, you will still be held to the scope and standards of practice of a registered nurse.

**Q. If I am licensed as an LPN and have just passed my NCLEX-RN exam, can I use the title LPN?**

A. You may use the title LPN since you have a valid license to use that title. If you are a duly licensed RN oriented or not, you will still be held to the scope and standards of practice of the registered nurse.

**Q. Will I be notified by the Nursing Commission via mail to renew my license?**

A. The Nursing Commission sends out courtesy renewal cards 4 to 6 weeks before your birthday when your license expires. If you do not get a courtesy card then you are responsible for renewing your license. Send a check payable to "Department of Health", PO Box 1099, Olympia, WA 98507. Include on a separate piece of paper, your full name, license number, telephone number, and your current address. You will not receive your courtesy notification if the Nursing Commission does not have, your correct name or your correct address. It takes about 2-3 weeks to get your new license in the mail. When changing your address send to the Department of Health, PO Box 47865, Olympia, WA. 98504. Include your full name, license number, telephone number and your current address.

**Q. How can I obtain a copy of *The Law Relating to Nursing Care and Regulation of Health Professions*?**

A. The Nursing Commission is no longer printing *The Law Relating to Nursing Care and Regulation of Health Professions*. You can access this Law on the Nursing Commission website at: <https://fortress.wa.gov/doh/hpqa1/hps6/Nursing/default.htm>. Go to "Laws" on the side bar and you will be able to pull up the Laws and Rules that pertain to Nurses and Nursing.

**Q. Can I attend the meetings of the Nursing Commission?**

A. Yes, the business meetings of the Nursing Commission are open public meetings.

You can find out where those meetings are by going on the above web site for the Commission and look under minutes and agendas.

# Healthcare Workers Urged to Get Immunized for “Flu” This Fall

**Choose to Get Immunized this Fall and Help Protect Your Patients** – WSNA encourages all nurses to make a healthy decision and be “Immunized by Choice” as the 2005 Flu season approaches. Vulnerable patients are at risk for influenza and its sometimes deadly complications. Nurses and other healthcare workers can help reduce the potential spread of influenza outbreaks in their workplaces by getting a flu shot. In fact, a recent study published in the *Journal of Infectious Disease* has shown that by immunizing its healthcare workers, long-term care facilities may significantly reduce the incidence of flu-like illness (43 percent) and mortality (44 percent) among patients.

Nationally, according to the CDC, few healthcare workers (36 percent) receive annual flu shots and many are likely to continue working while ill. The Immunization Action Coalition of Washington (IACW) is urging healthcare facilities that serve the very young, the elderly, or the chronically ill to organize a company-wide effort to encourage all staff in direct patient care, as well as reception, housekeeping, and meal preparation employees, to receive an influenza immunization this fall.

The IACW has assembled a variety of tools to help organize and promote in-house immunization campaigns. These resources have been updated for the 2005-2006 flu season and are available free of charge. Download the “Protect Yourself, Protect Your Patients” materials from [www.hmhbwa.org/forprof/IACW/Influenza.htm](http://www.hmhbwa.org/forprof/IACW/Influenza.htm) or contact Ginny Heller at [ginnyh@hmhbwa.org](mailto:ginnyh@hmhbwa.org) or 206-830-5168 to receive a copy on CD.

## CDC Issues Update on Influenza Vaccine Supply and Recommendations

The Centers for Disease Control and Prevention (CDC) has published an article in the *Morbidity and Mortality Weekly Report* (MMWR) which updates the status of the influenza vaccine supply and recommendations for immunization prioritization during the current influenza season. Four manufacturers (Sanofi Pasteur, Chiron Corporation,

GlaxoSmithKline, and MedImmune Vaccines) expect to provide influenza vaccine to the U.S. population during the 2005-2006 influenza season. However, because of the uncertainties regarding production of influenza vaccine, the exact number of available doses and timing of vaccine distribution for the 2005-2006 influenza season remain unknown.

The CDC recommends that only the following priority groups receive the flu vaccine until Oct. 24, 2005:

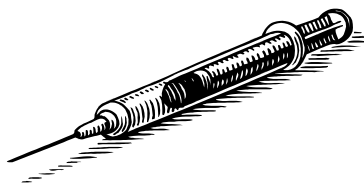
- persons aged 65 years or older with co-morbid conditions;
- residents of long-term-care facilities;
- persons aged 2-64 years with co-morbid conditions;
- persons aged 65 years or older without co-morbid conditions;
- children aged 6-23 months;
- pregnant women;
- **health-care personnel who provide direct patient care;** and
- household contacts and out-of-home caregivers of children under six months of age.

## Help protect yourself and others: use good health habits

Take these simple precautions to help prevent the spread of flu and other respiratory disease:

- Wash your hands frequently with soap and water, or use a hand sanitizer.
- Cover your mouth with a tissue when you sneeze or cough.
- Use a tissue to wipe your nose.
- Stay home to avoid spreading germs if you or your family members are coughing, sneezing or have aches or fever associated with the flu.
- Wear a mask to cover your face in a medical office, if asked.

For more tips on preventing the spread of germs, see the Preventing the Spread of Germs fact sheet from the Washington State Department of Health at [www.doh.wa.gov/phepr/handbook/prevent.htm](http://www.doh.wa.gov/phepr/handbook/prevent.htm)





# Warning: Pandemic Flu Outbreak Could Happen Here!

From the Washington State Department of Health



## What is pandemic flu?

A **pandemic is any outbreak of a disease** that happens in many different countries at the same time. A pandemic of influenza, or flu, occurs when a new flu virus rapidly spreads from country-to-country around the world. This rapid spread of flu can happen because most people will not be immunized to a new flu virus, and it is possible that a vaccine against the virus will not be available until months after the new virus first appears. In addition, people with flu who travel from country-to-country in airplanes can be a source of infection, as occurred in the SARS (Severe Acute Respiratory Syndrome) outbreak in Asia and Canada in 2003. Pandemics are not just a particularly bad flu season. In fact, they are not seasonal at all; they can happen anytime.

## What is the difference between a pandemic and an epidemic?

An epidemic is an outbreak of a disease that occurs in one or several limited areas, like a city, state, or country. Once the disease spreads beyond the borders of several countries and affects many countries across the globe, it is called a pandemic. In the 20th century, several pandemics of influenza occurred – the biggest one in 1918. During that pandemic, at least 500,000 Americans died and it has been estimated that there were as many as 10 million deaths worldwide.

## What is avian flu?

There are many strains of flu virus and certain strains can infect human, birds, or animals. An influenza virus strain that infects birds is called avian, or bird, flu. Usually this virus just infects birds, and when an outbreak occurs it can have a very serious impact on poultry flocks. Outbreaks of avian flu have occurred in the last five years in the United States and Canada. An ongoing outbreak of avian flu in several Southeast Asian countries has resulted in the killing of millions of chickens and other domestic birds to control

the spread of the disease. Rarely, a virus may be able to infect both birds and animals, or birds and humans — and that's where the trouble for people begins.

## Why should we be concerned about a virus that infects chickens?

The strain of avian flu causing the outbreak in Asian birds is concerning for several reasons:

1. This flu strain can spread from birds to people, and when it does, it can cause very serious human illness and even death. So far, the virus does not appear to spread easily from person-to-person, but that could change.
2. Whenever a bird flu strain infects people, there is a chance that the virus could mutate to a brand new flu virus that spreads easily from person-to-person and causes serious illness.
3. Infections with new human flu strains can't be prevented by the flu vaccine that people get each year, so no one will be immune to the virus. Making a safe vaccine that can prevent infection with a new human virus can take months.
4. Because the virus can't be easily controlled, it could spread rapidly around the world and cause a pandemic.

## What is the Department of Health doing to prepare for pandemic flu?

- The Department of Health, working with local health agencies across the state, monitors influenza each season by doing several things:
  - We ask doctors and others who see patients to count the number of patients they see each week with a flu-like illness.
  - We follow the number of children who are absent from schools, because school-age kids are usually the first to get flu when it arrives.
  - We ask nursing homes to let us know if their patients begin to get sick with something that

looks like flu.

- We ask doctors and laboratories to send us samples from patients with flu-like illness so we can try to grow flu from the sample. This helps us to know if the virus circulating in our state is the same strain that is active in other parts of the United States, and whether or not that year's flu vaccine protects against the virus we have identified.
- We follow the trends in the number of people who die in large Washington cities from flu and pneumonia — a serious lung infection that can be a complication of flu.
- Our Public Health Laboratories perform specialized testing for flu and send samples of influenza to the Centers for Disease Control and Prevention (CDC) where they use information from Washington and other states to determine what strains of flu should be covered in each year's flu vaccine.
- During each yearly flu season, the Department of Health promotes the use of influenza vaccine and provides flu vaccine for children under 19 years of age who are candidates for the vaccine.
- All year long, we ask doctors to report any serious or fatal illness where they were unable to find a cause for the illness, so we can do testing for flu.
- We monitor updates from the CDC and the World Health Organization on influenza vaccine developments and events related to flu, including the outbreak of avian flu in Asia.
- We work with other agencies in Washington and the surrounding U.S. states and Canadian provinces to revise and maintain Pandemic Influenza Response Plans that have been developed in both countries.
  - Washington State Department of Agriculture would lead the response to any cases of avian flu that threatened Washington poultry flocks and would work with their counterparts in the U.S. and Canada.
  - Local health agencies are working with hospitals and doctors in their areas to ensure that the hospital have a plan to respond in the event of a large-scale outbreak like pandemic flu.

## Washington State Nurses Foundation News

**As school starts for another year,** we are hopeful that you will support nursing students. For 2005, we increased both the number of scholarships (18) and the amount awarded (\$23,000). Our ability to provide these scholarships in large part depends on you and your donations. These awards make a difference in the lives of students and the community. To our many patrons, we sincerely appreciate your support. The more monies that we receive the more support we can provide to students and nurses in Washington State. Please consider a donation to WSNF. Together we can provide as many or more scholarships and grants in 2006.

Several opportunities are available for your tax-free contributions: check or credit card for a one-time gift, a pledge over several years, gifts of stock, designate WSNF as the charity in your Federal Campaign or in your United Way contribution; and planned giving in a trust or in a will. Another option is to obtain a donation from a local corporation. Approaching a corporation is

a way to obtain additional resources and to educate the public about nursing. Your contribution can be for the WSNF general grant and scholarship fund or for one of our specific funds to honor someone special in your life or as a memorial.

On behalf of future WSNF recipients and the WSNF Board of Trustees a sincere thank you for your support. Your contributions go directly to support nurses and nursing students. We hope you will continue to support WSNF financially and by publicizing the need and activities.

For questions about any of our scholarship funds, contact WSNF at the WSNA office 206-575-7979 or Maureen Niland at [nilandm@seattleu.edu](mailto:nilandm@seattleu.edu) or Joan Caley at [joancaley@comcast.net](mailto:joancaley@comcast.net)

# Free Child Development Kit from CDC

## Provides Educational Resources for Parents on Developmental Milestones

It's important for parents to know if their children, even as young as six months, are developing physical and mental skills as they should. To help them, the CDC, along with its national partners, will launch the "Learn the Signs. Act Early." campaign to help parents identify the important developmental milestones for young children. Along with height and weight, activities like smiling, pointing, and pretending are all important milestones in the first years of a child's life. In preparation for the anticipated increase in awareness and education among parents, CDC is encouraging the health care professional community to order free resource materials on measuring developmental milestones.



receive treatment, and the better chance the child has to achieve his or her full potential.

CDC's campaign has been able to reach health care professionals by distributing these kits at more than a dozen national conferences. This resource kit, available in English and Spanish, contains a number of materials designed for providers to share with parents, including:

- Fact sheets on developmental milestones, screening, developmental disorders, and resources.
- Informational cards with milestones by age and a series of questions for the child's key health care professional.
- An 11" by 17" "Learn the Signs. Act Early." poster designed for an examination room.

Health care professional resource kits and additional information are available at:

[www.cdc.gov/actearly](http://www.cdc.gov/actearly) and 1-800-CDC-INFO.

Health care professionals can also direct parents to the Web site and telephone number to order a free parent resource kit.

"Learn the Signs. Act Early." is designed to help parents recognize how young children should develop and the early warning signs of developmental disorders, including autism, mental retardation, and cerebral palsy. Often, these warning signs can be detected when children are in their first few years of life.

The campaign encourages parents to talk with their child's pediatrician or healthcare professional as early as possible when a delay in the development of an important skill or ability is suspected. In most cases, the earlier a developmental delay is detected, the sooner a child can

"Learn the Signs. Act Early." is a collaborative effort of the U.S. Department of Health and Human Services (HHS) and CDC, the American Academy of Pediatrics (AAP), the Autism Coalition, the Autism Society of America (ASA), Cure Autism Now (CAN), First Signs, Organization for Autism Research (OAR), and the National Alliance for Autism Research (NAAR).



# The American Nurses Association The Voice, The Power of Nurses



Photo by Walt Haddadson, FEMA



Photo by Walt Haddadson, FEMA

## From the front lines of disaster relief...

Throughout history, nurses have always answered the "call to care" in times of war, epidemics and natural disasters.

When Hurricanes Katrina and Rita struck, the American Nurses Association and its state nurses associations were already on the ground.

The American Nurses Association became the information clearinghouse for the nursing community, aiding state and federal governments, the American Red Cross and other emergency relief efforts. More than 20,000 nurses from all across the nation responded — far exceeding the immediate need.

When the federal government needed to recruit certified psych, mental health and gerontological nurses — they came to ANA, and the need was met.

Janice E. Bussert, BSN, RN, a member of the ANA Board of Directors, spent three weeks in Mississippi helping hurricane victims. She says, "We would load up our car with toys, clothes, ice and water and visit neighborhood homes in the area. It was so rewarding because these people really needed this help."

As a way "for nurses to take care of their own," the American Nurses Foundation created the Katrina Fund. One hundred percent (100%) of funds donated to this fund will be contributed to assist nurses personally affected by storms in the states of Louisiana, Mississippi and Alabama.



*Janice Bussert*

*The ANA thanks all the nurses who are responding to these disasters.*

To donate to the Katrina Fund, please visit [www.NursingWorld.org/ana/katrina.htm](http://www.NursingWorld.org/ana/katrina.htm).



## ...to the U.S. Capitol

Following Hurricane Katrina, it was ANA who was called to testify before a joint subcommittee of the U.S. House of Representatives at a hearing to assess the public health and delivery of health care following Hurricane Katrina.

*"As a nurse practitioner who has worked with the homeless, I know that people from the Gulf Coast will require many months of medical and mental health services to deal with the consequences of this horrific storm. Their needs are not temporary, and neither should the response be. That is why I am here today asking this Committee to abandon plans to reduce funding for Medicaid in the reconciliation process. Now is not the time to further unravel the health care safety net."*

— ANA President Barbara Blakeney, MS, RN  
September 22, 2005



*Join ANA and tell your members of Congress not to cut Medicaid.*

**Just as you are there for your patients —  
Let ANA be there for you.**

For updates, visit the ANA Web site at [www.NursingWorld.org](http://www.NursingWorld.org).



# ANA/WSNA Nurses Aid in Hurricane Relief Efforts

## WSNA Wants to hear from Nurses Who Aided in Relief Efforts

WSNA is looking for short, personal accounts from our nurse members who participated in the relief efforts in the aftermath of the Gulf Hurricanes. We are interested in hearing from nurses who went to the area on their own or were sponsored by HHS, Red Cross, NNDT, EMAC, churches or other agencies and who assisted in area emergency shelters, health care facilities, public health emergency centers and clinics, and other volunteer efforts in the area. We would like to feature the accounts on our website and in the *Washington Nurse*. Additionally, we are also interested in your suggestions on how these response efforts could have been improved.

Personal accounts ideally should be 300 words or fewer and be submitted to us by Nov. 15. Pictures are also encouraged. Suggestions for improvements to the response efforts should be sent as an additional document and can be in a narrative or bulleted-format. Please e-mail your story to: Judy Huntington, Executive Director at [jhunting@wsna.org](mailto:jhunting@wsna.org) and include your name, a phone number and e-mail address where you can be reached. We will try to run as many stories from you as we can, and may have to edit them down to fit our space limitations.

## One Nurse's Katrina Disaster Experience by Melinda "Lea" Poso, MN, ARNP

**Although the tears of this experience will fade away in time,** the memories will remain in my heart and dreams for a lifetime. The two weeks I deployed with the Washington (WA-1) Disaster Medical Assistance Team) DMAT, was the hardest most intense professional experience of my life.

For the first week, there was a sea of hundreds of patients and residents from hospitals and nursing homes in wheel chairs and on litters packed into the ticketing and baggage areas of the "D" concourse. From out triage tents in the center of the concourse, I couldn't peer toward the outer doors, the ticket counter, down the concourse or to the other concourses without looking over people.

Our mission was to triage and prepare for medical transportation evacuees brought to our triage center. They arrived by ambulance, bus, and helicopter. For the first five or six days triage was constant, 24 hours a day. We treated many people who were dehydrated and needed IV fluids. Commonly we saw patients with skin infections complicated by the contaminated flood water. Several pregnant women arrived in early and/or pre-term labor. I sutured a

stab wound. Respiratory illnesses were aggravated by stress and lost medications.

We replaced lost, forgotten and left behind medications. From a limited formulary, I substituted medications with the closest in type and dosage we had available. Evacuees did not know the names of medications, so with descriptions like "the little green one" I guessed which little green pill to prescribe. After the first week, our very limited stock and formulary was supplemented with VA, military and pharmaceutical company donated supplies.

I was not prepared for the visions. The ventilator dependent patients who required "hand bagging" for hours before reaching us. I saw distinguished elderly wandering around looking lost because their familiar routines were destroyed. Men and women held their last possession of normalcy, pet dogs. Many had had accidents and were still wearing soiled clothes. Most had worn the same clothes for days.

There were angels. Volunteers (PRC Compassion) in orange t-shirts held thin frail hands, diapered, offered water, and prepared and fed these special seniors. Some assisted

evacuees off helicopters. They also emptied trash and mopped floors. I will forever be grateful for this church based group. The airport employees who ensured the restrooms were always clean. The concession owners who offered free food and gave free items from their store.

Military men and women prepared patients for medical evacuation to locations unknown. Some passed out water, snacks, and "HeaterMeals" or MREs. Others directed evacuees through the long lines in other concourses for flights to cities that might be near relatives. Soldiers and airmen carried rifles and guarded our pharmacy, triage and sleeping areas. And the one who, as I cried one night, comforted me with a hug and encouragement.

Katrina brought together thousand of civilian and military medical professionals, peace officers from all levels of government, volunteers and airport employees. Together, in a week, we evacuated 2400 medical patients and over 20,000 other evacuees.

*Editor's note: The author, a family nurse practitioner and active WSNA member from Lakewood, WA, spent 2 weeks providing care to evacuees at the New Orleans airport as a member of a DMAT*



(Disaster Medical Assistance Team). She also wrote an account of her experiences for the ADVANCE Newsmagazine for Nurse Practitioners which can be found online at <http://nurse-practitioners.advanceweb.com/common/Editorial/Editorial.aspx?CC=59353>

DMATs, organized under the Federal Emergency Management Agency, part of the U.S. Department of Homeland Security, are deployed to provide immediate medical assistance whenever local emergency facilities become overwhelmed. There are 80 DMATs across the country. For more information on DMAT, check with your local hospital or go to the National Disaster Medical System Web site at <http://www.oep-ndms.dhhs.gov/dmat.html>

### **ANA Serves as Clearinghouse for Nurses in Hurricane Disaster-Relief Efforts**

In response to Hurricanes Katrina and Rita, ANA has been serving as a nurse recruiter and clearinghouse for information from federal government agencies, international and state nurses associations, international relief organizations, charities and other organizations regarding the latest on disaster-relief efforts in the Gulf Coast area.

Immediately following Hurricane Katrina, ANA established an information clearinghouse on its Web site (see [www.nursingworld.org/news/disaster/katrina.htm](http://www.nursingworld.org/news/disaster/katrina.htm)) and assisted Project HOPE in recruiting staff for the U.S. Naval Ship Comfort, which was deployed to the hurricane-devastated Gulf Coast. In addition, ANA and the American Nurses Credentialing Center recruited 100 certified psychiatric/mental health and gerontology nurses to provide assistance to hurricane victims. Also, in response to many requests for a way "for nurses to take care of their own," the American Nurses Foundation created the Katrina Nurses Fund (see article, p. 4).

The hurricane information clearinghouse on Nursingworld is being updated regularly. For further information regarding ANA's efforts as well as the latest from federal and state agencies, and other organizations regarding relief and assistance, please check the "Hurricane Response" section of ANA's Web site and follow the contact

links. Contact: Cheryl Peterson at 301-628-5089 or [Cheryl.peterson@ana.org](mailto:Cheryl.peterson@ana.org).

### **ANF Establishes Katrina Nurses Fund**

While many organizations such as the Red Cross and the Salvation Army are collecting donations to assist the Hurricane Katrina evacuees, the American Nurses Foundation (ANF) has learned that a large number of nurses have also been affected by Katrina. In response to many requests for a way "for nurses to take care of their own," ANF has created the Katrina Nurses Fund. One-hundred percent (100%) of all funds donated to ANF for this fund will be contributed to assist nurses in Louisiana, Mississippi, and Alabama. In addition, funds will be provided to assist evacuee nurses and nurses opening their homes for nurse evacuees and their families.

Contributions may be made to the Katrina Nurses Fund by making a tax-deductible donation to the "Katrina Nurse Fund," c/o The American Nurse Foundation, 8515 Georgia Avenue, Suite 400, Silver Spring, MD 20910. Online contributions may be made using VISA, MasterCard or American Express at [www.anfonline.org](http://www.anfonline.org). Contact: Leo Schargorodski at 301-628-5230 or [leo.schargorodski@ana.org](mailto:leo.schargorodski@ana.org).

### **ANA Calls on Congress to Preserve Medicaid Funding in Face of Hurricane Disaster**

Stating that "now is not the time to slash Medicaid funding," ANA President Barbara Blakeney spoke out against congressional leaders who want to cut \$10 billion from Medicaid at a Sept. 22 congressional hearing held to assess the public health impact of Hurricane Katrina.

Speaking before a joint hearing of two subcommittees of the U.S. House of Representatives Committee on Energy and Commerce, which met as Hurricane Rita gathered force in the Gulf of Mexico, Blakeney noted that while ANA supports actions Congress has taken to support emergency

health care for Hurricane Katrina victims, the association remains concerned that some congressional leaders are still continuing with plans to gut Medicaid funding.

Medicaid provides essential health care coverage for an estimated 51 million Americans. The program covers elderly, blind and disabled persons; pregnant women; children; and the parents of many Medicaid-qualified children. In addition, as Blakeney pointed out, prior to Katrina, one out of every three children living in the Gulf Coast area was dependent on Medicaid for health coverage, while 22 percent of Louisiana residents and 19 percent of Mississippians lacked health insurance.

"These people would have been hard hit by cuts to Medicaid before Katrina hit. Their needs are even greater now. And their plight is shared by many other Americans," Blakeney noted.

Mississippi Nurses Association Executive Director Ricki Garrett and five members of Congress also spoke out against the proposed Medicaid cuts at a Sept. 22 ANA press conference at the U.S. Capitol. For



details, including Blakeney's hearing testimony, see [www.nursingworld.org/news/ana/news.htm#pr922](http://www.nursingworld.org/news/ana/news.htm#pr922).

Above  
Mississippi Nurses Association Executive Director **Ricki Garrett** speaks out against proposals to slash Medicaid funding at a Capitol Hill press conference.

# Hurricane Katrina Relief Effort Your Help Is Needed

The **Department of Health and Human Services (HHS)** is in the process of mobilizing healthcare professionals and relief personnel to assist in Hurricane Katrina relief efforts. Please respond immediately if you can provide assistance in the needed areas.

To volunteer, go to the HHS website: **[www.hhs.gov](http://www.hhs.gov)** - click on the Hurricane Katrina link - or, call **1-866-528-6334** for further information.

Please also consider making a donation today to the **American Red Cross** or another charitable relief organization! For a list, please go to: **[www.charitynavigator.org/katrina.htm](http://www.charitynavigator.org/katrina.htm)**

---

For frequently updated information on how you can help, go to: **[www.wsna.org](http://www.wsna.org)** or **[www.nursingworld.org](http://www.nursingworld.org)**



The **Washington State Nurses Association** and the **American Nurses Association** send our heartfelt thoughts and prayers to our colleagues and fellow citizens in the states impacted by Hurricane Katrina. We recognize that in this type of situation, registered nurses and other health care providers are impacted as both responders and as individuals with family and property. We stand ready to assist in any way possible.





# ARE YOU VOLUNTEERING?

Whether you're flying out to assist in the Gulf Coast recovery effort, or helping out at the local playground, it's likely that you'll need professional liability insurance coverage that protects you and your interests.

It's important to have coverage that travels with you, since employer coverage probably won't cover you for any activities that you perform outside the workplace.

Nurses Service Organization (NSO) has earned the endorsement of the Washington State Nurse's Association as the official provider of professional liability insurance for its members. The policy available through NSO protects you on and off the job.

Join over 650,000 nursing professionals who have chosen NSO to protect their finances and careers - whether they're performing nursing services at work, or on a volunteer basis. For more information or to **apply today, call toll-free or visit our web site.** If you choose to pay by credit card we can usually fax you proof of coverage within 24 hours.

**[www.nso.com/helping](http://www.nso.com/helping)**

**1-800-247-1500**



Nurses Service Organization is a registered trade name of Affinity Insurance Services, Inc.; in NY and NH, AIS Affinity Insurance Agency; in MN and OK, AIS Affinity Insurance Agency, Inc.; and in CA, AIS Affinity Insurance Agency, Inc. dba Aon Direct Insurance Administrators License #0795465.

**Editors Note: CNA, the insurance company, referred to in the application on the facing page, is the 7th largest U.S. commercial insurer and the 14th largest U.S. property & casualty insurer. It provides insurance protection to more than 1 million businesses and professionals in the U.S. and internationally. It is not owned or operated by the California Nurses Association.**



# Nurses Professional Liability Insurance Occurrence Application

159 East County Line Road, Hatboro, PA 19040-1218 • Toll-Free #: 1-800-247-1500 • Fax #: 1-800-739-8818



## PLEASE PRINT CLEARLY AND COMPLETE THE FOLLOWING:

NUR-N1FS5WAN

Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
 Address: \_\_\_\_\_ Day Telephone #: (\_\_\_\_) \_\_\_\_\_  
 City: \_\_\_\_\_ Night Telephone #: (\_\_\_\_) \_\_\_\_\_  
 State: \_\_\_\_\_ Zip: \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_ E-Mail: \_\_\_\_\_

### ☒ **YES! I want Nurses Professional Liability Insurance with limits of up to \$6,000,000 aggregate, up to \$1,000,000 each claim (10).**

**Note:** This application is not valid for Nurse Practitioners, Nurse's Aides, Home Health Aides, Clinical Nurse Specialists or Case Managers – please contact NSO for the appropriate application. Coverage is not available for Certified Registered Nurse Anesthetists or Midwives.

#### 1. Please indicate your classification or certification (*Part-time is 24 hours or less per week*):

|              | Employed F/T                  | Employed P/T                  | Self-employed F/T              | Self-employed P/T              | Student <sup>2</sup>          |
|--------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|-------------------------------|
| RN (04)      | \$89 <input type="checkbox"/> | \$89 <input type="checkbox"/> | \$300 <input type="checkbox"/> | \$150 <input type="checkbox"/> | \$29 <input type="checkbox"/> |
| LPN/LVN (01) | \$89 <input type="checkbox"/> | \$89 <input type="checkbox"/> | \$300 <input type="checkbox"/> | \$150 <input type="checkbox"/> | \$29 <input type="checkbox"/> |

☐ Recent Grad Nurse<sup>1</sup> – Eligible for a 50% discount off the full-time rate. (*Please make sure to also select your professional designation above.*)

Name of School: \_\_\_\_\_ Graduation Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

<sup>1</sup>Must have graduated within the last 12 months to qualify. <sup>2</sup>Rate applies to a first-time student nurse not working as a licensed/certified professional.

#### 1a. If you are employed, please provide the following:

Name of employer: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

**Please Note:** *Employed* is defined as providing services on behalf of an entity you do not own, and receiving a W-2 form from your employer. *Self-employed* is defined as providing services as an independent contractor and paying self-employment taxes using a 1099 form. If you are incorporated or self-employed with employees, please call 1-888-288-3534.

#### 2. My primary area of work is (choose one):

- ☐ Ambulatory Care Facility (01)
- ☐ Comm. Health Agency (02)
- ☐ Doctor's Office/Clinic (03)
- ☐ HMO/PPO (04)
- ☐ Home Health (05)
- ☐ Hospice (06)
- ☐ Hospital (07)
- ☐ Other (15)
- ☐ Nursing Home (08)
- ☐ Nursing School (09)
- ☐ Prison (10)
- ☐ School (11)
- ☐ Staffing Agency (12)
- ☐ Surgicenter (13)
- ☐ My own premises (14)

#### My primary area of specialty is (choose one):

- ☐ Cosmetic Proced. (01)
- ☐ Geriatrics (02)
- ☐ IV Therapy (03)
- ☐ Neurology (04)
- ☐ Operating Room (05)
- ☐ Pediatrics (06)
- ☐ Other (19)
- ☐ Emergency Dept. (07)
- ☐ Infection Control (08)
- ☐ Medical/Surgical (09)
- ☐ OB/GYN (10)
- ☐ Orthopedics (11)
- ☐ Post Anesthesia Room (12)
- ☐ Float Nurse (13)
- ☐ ICU/CCU/Stepdown (14)
- ☐ Neonatal (15)
- ☐ Oncology (16)
- ☐ Outpatient (17)
- ☐ Psychiatric (18)

3. Social Security #: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ 4. Requested Effective Date of Coverage: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ (Must be within 60 days following the application date.)

5. Are you a member of a professional nurses' association? \_\_\_\_\_ ☐ Yes ☐ No

Name of Association: \_\_\_\_\_

6. Have you ever had professional liability insurance declined, canceled or non-renewed for any reason other than for non-payment of premium? (*Not applicable in MO*) \_\_\_\_\_ ☐ Yes ☐ No

7. Has any claim or lawsuit for malpractice ever been brought against you or are you aware of any incidents that may result in a claim or lawsuit? \_\_\_\_\_ ☐ Yes ☐ No

8. Within the last 5 years, have you been the subject of complaints, charges, or disciplinary action against you for any reason, by a court, licensing board or regulatory agency responsible for maintaining the standards of your profession? \_\_\_\_\_ ☐ Yes ☐ No

(If you answered "yes" to questions 6, 7, or 8, please provide complete details on a separate sheet of paper and attach to application.)

9. Do you currently carry: a) ☐ Homeowner's policy, b) ☐ Condominium owner's policy, c) ☐ Tenant homeowner's policy, d) ☐ None of the above?

Insurance Agent: Michael J. Loughran Florida License #A158896

☐ Send No Money Now — bill me later for my annual premium.  
 OR-- Need coverage right away? Apply now at [www.nso.com/helping](http://www.nso.com/helping)

I have answered these questions to the best of my knowledge. I certify that I hold the highest credentials or standards appropriate for the healthcare profession for which I have applied as mandated by my state statutory guidelines. I have not withheld any information that would influence the judgment of the Insurance Company. My signing of this application does not bind the Company to complete the insurance. This application will be the basis of the contract should a Certificate of Insurance be issued. I understand that a state mandated surcharge will be added to my annual premium if I am a resident of NJ (0.75%) or WV (1.00%).

#### FRAUD NOTICE – WHERE APPLICABLE UNDER THE LAW OF YOUR STATE

Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false or incomplete information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime AND MAY BE SUBJECT TO CIVIL FINES AND CRIMINAL PENALTIES. (For New York residents only: and shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation.) (For Pennsylvania residents only: Any person who knowingly and with intent to injure or defraud any insurer files an application or claim containing any false, incomplete or misleading information shall, upon conviction, be subject to imprisonment for up to seven years and payment of a fine of up to \$15,000.) (For Tennessee residents only: Penalties include imprisonment, fines and denial of insurance benefits.)

SIGNATURE: X

DATE: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

THIS APPLICATION MUST BE FULLY COMPLETED, SIGNED AND DATED IN INK. WE WILL ISSUE YOUR CERTIFICATE OF INSURANCE UPON APPROVAL.

This program is underwritten by American Casualty Company of Reading, PA, a CNA company and is offered through the Healthcare Providers Service Organization Risk Purchasing Group. Coverages, rates and limits may differ in some states. CNA is a service mark and trade name registered with the U.S. Patent and Trademark Office.

Nurses Service Organization is a registered trade name of Affinity Insurance Services, Inc.; in NY and NH, AIS Affinity Insurance Agency; in MN and OK, AIS Affinity Insurance Agency, Inc.; and in CA, AIS Affinity Insurance Agency, Inc. dba Aon Direct Insurance Administrators License #0795465.

G-121510-C (5/04)

© 2005 Affinity Insurance Services, Inc.

Call Toll-Free 1-800-247-1500 • [www.nso.com/helping](http://www.nso.com/helping)



(M4) A-3703-1005

# Nursing and Other News Briefs

WSNA is a strong supporter of Initiative 901, Washington's Healthy Indoor Air Initiative, that will be on the statewide ballot on November 8, 2005. I-901 protects Washingtonians' right to breathe clean, healthy indoor air by eliminating smoking in all Washington State workplaces. Every year 38,000 people die of illnesses caused by secondhand smoke. In Washington State, more than 165,000 workers are currently not protected by the Washington Clean Indoor Air Act. This measure not only protects health, it saves money. By reducing secondhand smoke, I-901 will help reduce the \$140 million in health costs related to smoking in Washington each year, according to the Washington Department of Health. For more information, go to [www.healthyindoorairwa.org](http://www.healthyindoorairwa.org).

## WSNA Video project

WSNA has created a promotional DVD video to educate nurses throughout Washington State about the important work of the Washington State Nurses Association, and of the importance of belonging to the professional association and union. The video features our own members - the real faces of the WSNA - sharing their experiences with the Association. This video is yet another method of communicating with the nurses throughout Washington State. So be sure to check out the video online at [www.wsna.org](http://www.wsna.org)



## WA End of Life Consensus Coalition Plans Fall Conference

The Washington End of Life Consensus Coalition has scheduled its 2005 Fall Conference for October 28th at the Sea-Tac Marriott Airport Hotel. For more information regarding the End of

Life Coalition, contact Graham Short at [gfs@wsma.org](mailto:gfs@wsma.org)

## Maggie Baker, PhD, RN, Selected as a Post-Doc Scholar in Gerontologic Nursing by the Hartford Institute

The John A. Hartford Foundation Institute for Geriatric Nursing, part of the New York University Division of Nursing, has named Maggie Baker, PhD, RN, a research assistant professor in the Department of Biobehavioral Nursing and Health Systems of the University of Washington School of Nursing, to be a Scholar in its 2005 Geriatric Nursing Research Scholars Program. Dr. Baker was selected for having conducted significant research in gerontologic nursing and for her strong leadership potential. She is one of 11 nurses selected for this program from a national pool of outstanding applicants. The program, now in its eighth year, and cosponsored by the American Journal of Nursing, is designed to foster new gerontological nursing researchers. Its long-term goal is to augment the contributions of nurse researchers toward enhancing evidence-based practice and improving the quality of health care for older adults.

## Seattle University's College of Nursing Opens New \$3 Million Clinical Lab

This fall, students in Seattle University's College of Nursing will have the benefit of training in one of the most technically advanced clinical laboratories in the country. The new Clinical Performance Laboratory, located in the James Tower Life Sciences Building, is part of the College of Nursing's response to the nation's critical need for more and better-trained nurses.

The \$3 million, 20,000 square foot laboratory is four times larger than the facility SU's 500 nursing students trained in previously. The Clinical Performance Laboratory will replicate hospital and clinical settings, and feature state-of-the-art training equipment such as human-like patient simulators that breathe, bleed, cough and cry. Studies show that simulation learning improves students' confidence and skill level, and eases their anxiety in the clinical environment.

This expansion will allow SU to admit 100 new students over a five-year period, increasing the school's current enrollment to approximately 600 students by the 2009-2010 academic year.

The Clinical Performance Laboratory is part of the Jim and Janet Sinegal Initiative for Nursing Education. The Sinegal's \$5 million-gift to the College of Nursing is part of the couple's ongoing commitment to improve access to quality health care. Janet Sinegal is on the board of Children's Hospital and Regional Medical Center and Jim Sinegal is president and CEO of Costco and a trustee of Seattle University.

## WSNA and ANA Ask Nurses to Participate in National Survey on Health & Chemical Exposures

Can a profession that promotes health and healing also be harmful? Research shows that nurses face



exposures to an extraordinary array of harmful chemicals, drugs, and other physical agents - everything from hospital disinfectants to anti-cancer drugs, specialty cleaning agents and



radiation. Some of these are linked to cancer; others may cause birth defects or other health harms.

To help track these agents and their potential effects on the health of health care workers, including nurses, Health Care Without Harm and the Environmental Working Group are conducting a joint survey. This survey explores the relationship between a nurse's health and on-the-job exposures to chemicals, drugs and other harmful agents. Nurses will be able to enter information online about their workplace experiences and exposures. ANA supports participation in this anonymous electronic survey and is asking nurses to take part in it. To complete survey go to [www.ewg.org/sites/nurse\\_survey](http://www.ewg.org/sites/nurse_survey) Nurses also will be able to download information related to hazardous substances and alternative products. Contact: Karen Ballard, EWG nurses work group coordinator, at [kballard@nyc.rr.com](mailto:kballard@nyc.rr.com)

## ANA Supports Bills to Address Growing Problem of Antibiotic-Resistant Disease

Antibiotic-resistant disease is a growing problem in the United States, particularly for the aged, children, those who have recently undergone surgery, and those with compromised immune systems. This resistance to antibiotics threatens nurses' ability to successfully treat patients with bacterial infections, posing a risk to the patients, nurses and their families. Mounting evidence shows that extensive use of non-therapeutic antibiotics in animal agriculture is an important contributor to this problem. An estimated 70 percent of antibiotics and related drugs used in this country are fed to farm animals for non-therapeutic purposes such as growth promotion and prevention of disease. Nearly half of these antibiotics are identical or closely related to important human

medicines. The 2004 ANA House of Delegates acknowledged this problem in a formal resolution last year. ANA strongly supports two bills recently introduced in the 109th Congress which would make major strides in addressing the use of non-therapeutic antibiotics in the United States. S. 742, introduced by Senators Edward Kennedy (D-MA), Susan Collins (R-ME), and H.R. 2562 sponsored by Rep. Sherrod Brown (D-OH) call for a phased elimination of the non-therapeutic use of critical antimicrobial animal drugs in food-producing animals, and will lower the burden of human anti-microbial resistance.

This bipartisan legislation establishes a two-year phase out of non-therapeutic uses of medically important antibiotics in livestock and poultry, unless the FDA concludes that such use does not contribute to antibiotic resistance affecting humans. The bill requires producers of antibiotics for livestock and poultry to provide the FDA with data on the quantities sold, so that antibiotic use in agriculture can be tracked. Antibiotics will continue to be used to treat sick animals and for non-routine disease prevention.

ANA and more than 230 organizations support this legislation. Excellent resources on the issue, including text and summaries of both the House and Senate bills, are available through the Keep Antibiotics Working Coalition Website at [www.KeepAntibioticsWorking.com](http://www.KeepAntibioticsWorking.com)

## Former WSNA Staff Member Runs for Office

Rich Berkowitz, who worked for WSNA as Chief Negotiator in the Department of Labor Relations for several years, is running for Seattle Port Commission, Position # 3. Rich is married to WSNA Hall of Fame member Bobbie Berkowitz, Ph.D., R.N., Faculty, University of Washington School of Nursing and School of Public Health. For more information

## RE M I N D E R

### 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 which may include, but is not limited to: **name, address, phone number, FTE increase or decrease, leave of absence, medical leave, maternity leave, 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](mailto:wsna@wsna.org)

The Cabinet on Economic and General Welfare (E&GW) policy states: When a nurse is on an unpaid leave of absence, the dues are adjusted to the Reduced Membership Category during the unpaid Leave of Absence period. The accumulated dues payment is to begin within 90 days of return to work. The nurse will have up to twelve months to complete payment of these dues. *It is the responsibility of the nurse to notify WSNA of this change in work status.*

about Rich and his campaign go to [www.rberkowitz.com](http://www.rberkowitz.com)



Above  
Bobbie and Rich Berkowitz

## In Memoriam Joan Elizabeth Norton, RN

**Joan Elizabeth Norton**, 72, died peacefully on October 3, 2005, at Virginia Mason Medical Center in Seattle, Washington, with loving family members at her side. Joan suffered a heart attack at home on Monday, September 26, 2005. She underwent surgery but because of her previous chronic health concerns, she just was unable to overcome the complications that arose.

Joan was born to William and Betty Harle in Consett, England. She studied at the Royal Jubilee Hospital and earned the title "Registered Nurse" from the General Nursing Council for England and Wales on the 25th day of January, 1957. Joan then traveled to America and participated with distinction in the Exchange Visitors program sponsored by the Mayo Clinic in Rochester, Minnesota, from May 19, 1958, to June 26, 1959. In 1959, she met and married John, her

husband of 46 years.

Joan was an advocate for quality nursing standards and programs. She worked many years at Olympic Memorial Hospital as the Obstetrics Supervisor. Joan promoted professionalism at the local, state and national level. She served as president of the Peninsula Nurses Association, served on the board of directors of the Washington State Nurses Association, and served as a state delegate to the America Nurses Association annual conferences. She was a Lifetime member of WSNA.

Joan was a loving wife, great mother and well-respected in her profession. She will be greatly missed. She is survived by her husband and four children, David, Steve, John Jr. and Raymond; and granddaughters, Brittany, Ashley, Kelsey and Lindsey. She is also survived by her brother,

Richard, and his wife, Ann, of London, England; and by Marvin Baker of Fresno, California.

There will be no services, at her request. Memorial contributions are suggested to be made to the Port Angeles Education Foundation Nursing Scholarship Program, P.O. Box 787, Port Angeles, WA 98362.

## In Memoriam Joanna (Jo) Backus, RN

**Joanna (Jo) VanderWel Backus** - wife, mother, nurse and outdoor enthusiast - passed away on July 10, 2005 while doing what she loved best. Joanna was killed with 3 others while climbing in the North Cascades. She was a long time WSNA member and worked at Tacoma General for many years as a lactation consultant. She leaves behind her beloved husband of 41 years



Jim; three children Dean, Sara and Emily; her mother Frances and brothers Hank and Lou; extended family and endeared friends. Donations can be made in her name to the Tacoma Mountaineers, St. Andrew's Episcopal Church, Mary Bridge Children's Hospital and Tacoma General Lactation Clinic.

# District News

## District 2 King County Nurses Association

### KCNA Fall Event Focuses on Health Promotion

The KCNA Fall Event, "Health Promotion Throughout the Lifespan," was held on Saturday, October 1st at the Shoreline Conference Center. The event included a continental breakfast, networking lunch and 3.9 CEARP contact hours. The Keynote address was given by Greg Vigdor, JD, MHA, president and CEO of the Washington Health Foundation, "Making Washington the Healthiest State in the Nation". Other sessions included: "Immunize at All Ages!" by Betsy Hubbard, BSN, MN, RN, Immunization Clinical Practice Supervisor at Public Health of Seattle & King County and two breakout

sessions: 1) "Health Promotion Challenges for Adolescents," with Daphne Tu, RN, school nurse at Washington Middle School and 2) "Health Promotion Issues Among Hospitalized Patients," with Karen Wilkinson, MN, ARNP, Long-Term Follow-up Program in the Hematology/Oncology Department at Children's Hospital, and Mary Shelkey, PhD, ARNP, Virginia Mason Medical Center. Jacqueline Siegel, ARNP, MN, CDE, BC-ADM, clinical nurse specialist in diabetes at Virginia Mason, also presented "Lifestyle Choices: How they affect the health of the individual and the community."

### Dinner Seminar Highlights Chronic Care

"Working with Patients with Chronic Care Issues" is scheduled for Wednesday, November 9, 6 - 9

p.m. at the Good Shepherd Center in Wallingford. This seminar will offer 3.0 CEARP contact hours. Karen Volpe, Health Education Specialist at Group Health Cooperative, will discuss chronic health problems such as diabetes, heart disease, stroke and arthritis, and the ongoing challenges they present. According to patient education research conducted at Stanford University, nurses can play a key role in helping patients manage chronic conditions so they spend less time in the hospital, make fewer doctor visits, and have an improved sense of well-being. The cost of the seminar, which includes a boxed meal, is \$30 per KCNA member, \$40 per non-member and \$20 per student. To register, please call KCNA at 206-545-0603.

## ANA News

### ANA Headquarters Gets Crowning Touch

*The ANA logo has been placed atop ANA's new headquarters office in downtown Silver Spring, MD. In addition, the previously unoccupied floors of the building have been leased. ANA is an owner and lead tenant in the building.*

### ANA Switches to Quadrennial Convention, Biennial HOD; Greater Direct Member Outreach Planned

Because of continuing challenges to reach as many members as possible with its convention, ANA is changing the way it will conduct its convention and other meetings. Conventions will be held every four years beginning in 2007 and will be centered on a "hot" topic of interest to the larger nursing





# ANA News Continued

community. This new quadrennial model reflects that of the International Council of Nurses.

Between conventions, ANA will reach out to individual members with its "ANA Coming to You" series. These traveling seminars, held in cooperation with local CMAs, will attempt to cover as many states as possible in the four-year period between conventions. Each will include an opening presentation from the ANA president or board representative and will highlight ANA's recent accomplishments and vital programs. For details on upcoming seminar dates and locations, see [www.nursingworld.org/convention/anacty/](http://www.nursingworld.org/convention/anacty/)

A 2003 change in the ANA bylaws similarly altered the schedule of the HOD, switching it from a yearly meeting to a biennial one, to be held each time in Washington, DC. ANA will have a HOD in 2006 and not again till 2008. The 2006 HOD will be held in Washington, DC, June 23-25 at the Washington Hilton Towers.

## Blakeney Again Ranked Among Most Powerful in Healthcare

ANA President Barbara A. Blakeney was again voted to Modern Healthcare magazine's list of the "100 Most Power People in Healthcare." Blakeney, who has made the list each year since its inception in 2002, was ranked number 29, the highest ranking of any nursing official on the list. She is among an elite group of 27 individuals who have made the list all four years. To view the whole list, go to <http://www.modernhealthcare.com/article.cms?articleId=36777>

## Center for Ethics & Human Rights Releases Issues Update Newsletter

The latest issue of The Center for Ethics & Human Rights online newsletter

Issues Update covers the topics of Alzheimer's disease and a patient's decision-making capacity. These topics continue to create situations where health care providers often use a process of ethical decision making in determining appropriate health care. To read the newsletter, see [www.nursingworld.org/ethics/update/uphome.htm](http://www.nursingworld.org/ethics/update/uphome.htm). Contact: Laurie Badzek at 301-628-5054 or [laurie.badzek@ana.org](mailto:laurie.badzek@ana.org)

## Nurse-Focused Pain Management Certification Available Through ANCC

The American Nurses Credentialing Center (ANCC) and the American Society for Pain Management Nursing are offering for the first time ever certification for nurse-focused pain management. So far, pain-management certification has attracted 385 candidates, a larger group of nurses than any new certification in recent history. The first ANCC pain-management nurses will be certified in October 2005.

Pain-management certification is available to licensed, registered nurses whose clinical practice includes work with diverse patient populations experiencing pain. Certification assures that the nurse has a thorough understanding of pain management. Certified pain-management nurses are experts in pain assessment, treatment, side effects and patient education. ANCC encourages health care administrators to consider the patient benefits of pain-management certification and to support nurses in achieving this valuable certification.

As Mary Smolenski, ANCC's director of certification, stated, "Most of ANCC's certifications are related to a particular specialty. Pain Management is unique in that it may be a specialized practice for some nurses, but it is also germane to every nurse's practice. Because of the

tremendous applicability, we expect nurses who are already certified to seek a secondary certification in pain management. The benefit to patients will be significant."

Contact: Todd Peterson at [todd.peterson@ana.org](mailto:todd.peterson@ana.org) or 301-628-5191.

For details, see [www.cdc.gov/mmwr/preview/mmwrhtml/mm5434a4.htm](http://www.cdc.gov/mmwr/preview/mmwrhtml/mm5434a4.htm).

Contact: Nancy Hughes at 301-628-5021 or [nancy.hughes@ana.org](mailto:nancy.hughes@ana.org).

## ANA 'Saving 100,000 Lives Campaign' Web Site Launched

ANA is working as a strategic partner with the Institute for Healthcare Improvement in the "Saving 100,000 Lives Campaign," which aims to educate nurses and others on ways to enhance patient safety in the hospital setting. This breakthrough campaign provides a unique opportunity for nurses to make an impact in effecting positive change in patient safety/advocacy at individual hospitals and across the nation.

Over 2,500 hospitals throughout all 50 states and the District of Columbia have already signed on. Nursing involvement directly supports ANA's Patient Safety/Advocacy strategic imperative. By effecting positive change around issues that are so critical to nursing and its future, ANA is advancing its ultimate goal, patient safety and quality nursing care.

ANA has developed educational materials to help nurses get hospitals involved in the campaign. To learn more, visit [www.nursingworld.org/patientsafety/](http://www.nursingworld.org/patientsafety/) [Editors note: WSNA is also a partner in the Washington State 100,000 Lives Campaign]

# At the Polls: I-330 and I-336

## Neither I-330 nor I-336 provides a balanced approach to malpractice reform

*Washington State Nurses Association, ARNPs United of Washington State, Washington Association of Nurse Anesthetists, Washington Chapter of American College of Nurse-Midwives, and Association of Advanced Practice Psychiatric Nurses*

In this November's elections, Washington voters will be faced with two opposing ballot initiatives addressing medical malpractice: I-330, backed by the Washington State Medical Association (WSMA) and I-336, backed by the Washington State Trial Lawyers Association (WSTLA).

We recognize that there are some very important issues at stake in the debate over liability reform. Rising liability insurance rates have driven some providers out of clinical practice and pose a threat to access to care, particularly for rural, poor and other underserved populations. The current liability system is based on an antiquated, adversarial approach to medical injury that emphasizes affixing and apportioning blame rather than focusing on systems-based approaches to preventing error.

At the same time, that system remains a primary means for injured patients to seek appropriate compensation. Until fair alternative approaches are developed, WSNA believes that a reasonable and realistic approach to malpractice reform must retain patients' access to the courts and their right to be compensated for their injuries.

Regrettably, the proponents of I-330 and I-336 have not shown themselves to be willing to work out a balanced approach to malpractice reform that can work for providers and consumers alike. They continue to take sharply polarized positions which so far have made it impossible to achieve a workable compromise on medical malpractice reform. Those positions also perpetuate the unfortunate—and incorrect—idea that the interests of health care consumers and health professionals are in conflict when it comes to the important issues raised by malpractice reform.

In 2004, WSNA along with ARNPs United of Washington State, Washington Association of Nurse Anesthetists, Washington Chapter of American College of Nurse-Midwives, and Association of Advanced Practice Psychiatric Nurses outlined a set of basic principles that we believe are central to a balanced, workable approach to malpractice reform. Unfortunately, neither I-330 nor I-336 meet these criteria, and we are unable to support either of them.



On the second page, we outline some of those principles and the areas in which the two initiatives do not measure up.

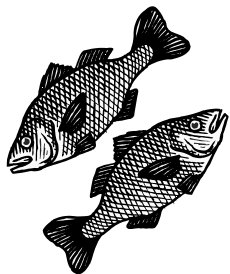
Washington's nurses continue to look toward real solutions to the malpractice crisis—solutions that focus on maintaining patient's access to health care services, that move toward effective approaches to improving patient safety, and that maintain the rights of injured patients to be reasonably compensated. We remain ready, willing and able to work with all parties concerned—health care providers, attorneys, consumer representatives, elected officials and other policy-makers—toward such solutions.

For additional information on our position, go to [www.wsna.org](http://www.wsna.org)

*Remember to Vote!*  
November 8, 2005

# WSNA Holds Special Training Workshop for Nurses on Environmental Health

On September 10, 2005 WSNA held an all-day workshop to help increase nurses' awareness of important environmental health issues and their effects on health care. The program, "Developing Nurses as Environmental Health Advocates," was funded by a mini-grant from "Health Care Without Harm," an organization dedicated to reducing human and environmental toxicants created by the health care industry. The invitational workshop focused on training thirty registered nurses to become environmental health advocates at work, at home and in the community. Participants had the opportunity to meet other nurse leaders and environmental advocacy groups committed to environmental advocacy.



The workshop which was also co-sponsored by the University of Washington School of Nursing's Occupational and Environmental Health Nursing Department; Karen Bowman & Associates, Inc.; and the Washington State Association of Occupational Health Nurses.

Topics covered included:

- *The Environmental Health Assessment: Using the IPREPARE Mnemonic* by Karen Bowman, MN, RN, COHN-S, WSNA Environmental Specialist
- *Principles of Environmental Justice: Disparities of Occupational and Environmental Health* by Linda Westbrook, RN, PhD
- *Greening Health Care: Doing Your Part in Reducing Environmental Hazards (Mercury and Chemical Reduction; Environmentally Preferable Purchasing and Reducing Medical Waste)* by Lisa Lagowski, MN, RN
- *Nursing's Voice in Chemical Policy Reform* by Diane Thomason, MN, RN, PhD Candidate
- *Tools for the Nurse Environmental Activist* by Karen Bowman, MN, RN, COHN-S

The afternoon sessions also included a Gallery Walk for networking with Governmental and Non-governmental organizations and small group discussions and development of actions plans for the group. Part of the outgrowth of the workshop was the commitment to develop a WSNA Environmental Health Special Interest Group and Listserve and to develop a special section of the WSNA website for updates on environmental health issues.

If you are interested in receiving information via email about environmental health issues in health care and/or participating in the special interest group, send your e-mail address to Judy Huntington at [jhunting@wsna.org](mailto:jhunting@wsna.org) and ask to be added to the Environmental Health E-mail Group list. For more information about environmental health contact Karen Bowman at [kbowman@wsna.org](mailto:kbowman@wsna.org).

SAVE THE DATES! MARK YOUR CALENDAR!

## CleanMed 2006

The Fourth Health Care Conference on Environmentally Preferable Products and Green Buildings

19-20 April 2006 • Seattle • The Westin Seattle

The keynote speakers are leaders in defining emerging environmental problems and promoting safer alternatives:

**Paul Hawken** – Best-selling author whose books include *Natural Capitalism: Creating the Next Industrial Revolution*  
**Tyrone Hayes, PhD** – Professor of Developmental Endocrinology at the University of California, Berkeley

### Sponsors Include:

Broadlane • Catholic Health Initiatives • Consorta, Inc. • Health Care Without Harm • Kaiser Permanente • Premier, Inc.  
Hospitals for a Healthy Environment (H2E) • MedAssets • Idaho Department of Environmental Quality

### 2006 agenda will include:

Preconference Green Building Workshop (April 18) • Reducing Waste and Toxicity • Healthy Food in Health Care  
Persistent Toxic Chemicals • Electronics and Computers • Green Hospitals and the Healing Environment

For more information: [www.cleanned.org](http://www.cleanned.org)





# Health AND THE Environment

## FILM SERIES 2005



*in the Microsoft Auditorium,  
Downtown Central Library*

Sunday September 18, 2pm

***Rachel's Daughters:***

***Searching for the Causes of Breast Cancer***

An engaging detective story and analysis of the science and politics of the breast cancer epidemic, with a focus on links to environmental factors.

Sunday October 16, 2pm

***The Next Industrial Revolution***

A film that looks at ways to transform the relationship between commerce and nature.

Architect William McDonough and chemist Michael Braungart take us through their work in bringing industry into the ecological age.

Sunday November 13, 2pm

***Blue Vinyl***

A comedic yet sobering look at the world's second largest selling plastic (PVC) and its toxic side effects.

Sunday December 11, 2pm

***Biomimicry: Learning from Nature***

Based on a new science that studies nature's best ideas and then imitates these designs and processes to solve human problems.

***More information:***

[www.iceh.org](http://www.iceh.org) / 360.331.7904

***Admission is free!***

This environmental health film series will underscore the fundamental relationship between human and ecological health. Each film is chosen to deepen our understanding of the links between environmental challenges and human health in our communities. Following the screening, a local expert will lead a discussion about both concerns and possible solutions related to the topic covered in each film.

location



The Seattle Public Library  
Central Library  
1000 Fourth Avenue  
[www.spl.org](http://www.spl.org)

sponsor



*Science for a healthy, sustainable future*

[www.sblfoundation.org](http://www.sblfoundation.org)

organizers



Institute for  
Children's  
Environmental  
Health

[www.iceh.org](http://www.iceh.org)



HAZEL  
WOLF

Environmental Film Network

[www.hazelfilm.org](http://www.hazelfilm.org)

# Institute for Children's Environmental Health and Seattle Biotech Legacy Foundation Announce 2006 Lecture Series

WSNA will partner with several other organizations to implement the third annual environmental health lecture series *"Our Health, Our Environment: Making the Link,"* sponsored by the Seattle Biotech Legacy Foundation and organized by the Institute for Children's Environmental Health. Held on January 25, February 15, and March 9, 2006 at Town Hall Seattle, the Series offers an excellent line-up of nationally-renowned speakers whose specific areas of research illuminate the complex and integral relationship between human health and the environment. Local experts will also be invited to serve on a panel with the main lecturer at the end of each forum to connect these broader issues with those close to home.

## January 25, 2006

### Urban Lifestyles: Healthier Living Through Improved Community Design

Lawrence Frank, PhD, is the J. Armand Bombardier Chair in Sustainable Transportation at the University of British Columbia and author of *Health and Community Design*, *The Impacts of the Built Environment on Physical Activity*, and most recently, co-author of *Urban Sprawl and Public Health: Designing, Planning, Building for Healthy Communities*. His articles on health, community design and transportation have appeared in *Time* magazine, CNN, ABC news and other media outlets. An alumnus of the University of Washington, Dr. Frank has also had a long-standing local presence, working with King County and the Puget Sound Clear

Air Agency to conduct research and initiate public health programs. His lecture will focus on urban sprawl and public health, with information about the research he is currently conducting in King County.

## February 15, 2006

### Plastics and Chronic Health Problems: What's In Our Baby Bottles Anyway?

Frederick vom Saal, PhD, is a professor of Biological Sciences at the University of Missouri-Columbia and has been published in numerous peer-reviewed journals, such as *Neurotoxicology and Teratology* and *Environmental Health Perspectives*. Dr. vom Saal will present his seminal research on the health effects of low dose exposures to endocrine-disrupting chemicals, specifically bisphenol-A. Bisphenol-A can be found in many plastic household, medical and baby products and is now associated with compromised uterine function, thwarted fetal development, decreased sperm production, neurological problems, prostate and other cancers, aggressive behaviors, and more. He will also discuss how this research may catalyze the plastics industry to develop less toxic materials.

## March 9, 2006

### Reaping What We Sow: Land Use, Climate Change and Infectious Disease

Jonathan Patz, MD, MPH, is Associate Professor of Environmental Studies and Population Health Sciences at the University of

Madison-Wisconsin, where he directs a university-wide initiative on Global Environmental Health. He is also the founder of the Program on Health Effects of Global Environmental Change at Johns Hopkins University and serves as an affiliate scientist with the National Center for Atmospheric Research. Dr. Patz lecture will discuss the relationships between land use, climate change and infectious disease.

The Seattle Biotech Legacy Foundation (SBLF) is a philanthropic organization with roots in the Seattle Biotech community. SBLF works towards a healthy, sustainable future by promoting science-based understanding, solutions and actions that are grounded in recognition of the interconnected nature of our world. SBLF provides resources for projects that focus on links between human and environmental health, scientific literacy, or bringing together people and organizations with diverse perspectives and expertise to address complex problems.

The Institute for Children's Environmental Health was founded in 1999, as a nonprofit educational organization working to ensure a healthy, just and sustainable future for all children. ICEH's primary mission is to foster collaborative initiatives to reduce and ultimately eliminate environmental exposures that can undermine the health of current and future generations

For more information about the series contact Sharon Reilly at [sreilly@iceh.org](mailto:sreilly@iceh.org) or go to [www.iceh.org](http://www.iceh.org)

# Healing Health Care: Nursing's Responsibility in Reducing Hazards in Health Care

by Karen Bowman

**Health care is one of the largest growing industries in the United States**, employing over 12 million workers; with nurses constituting a large portion<sup>1</sup>. The industry is expected to grow exceeding other industries over the next decade. It is estimated that between 1996 and 2008 fourteen percent of all new jobs will be in health care, adding 2.8 million new jobs to the nation's workforce<sup>2</sup>. With this growth, identifying and eliminating occupational hazards is critical.



In 1989 the health care industry exceeded the injury/illness rate for all private industries. It retains that position today<sup>3</sup>. Nurses can play a significant role in reducing this rate by learning about hazard identification and elimination, and by working with health and safety professionals to educate others about actual and potential exposures. Actual or potential hazards are identified through systems such as; site surveys, record audits and process safety analysis. Below are (5) hazard categories and (3) hazard control strategies nurses can use to identify, eliminate and/or reduce occupational exposures.

## Hazard Categories

- Biological: bacteria and viruses (bloodborne, airborne)
- Chemical: disinfectants, sterilants, hazardous drugs
- Mechanical/Ergonomic: manual handling/lifting
- Physical: noise, violence, radiation
- Psychosocial: shift work, harrassment

## Control Strategies

- Engineering: Eliminating or substituting hazard
- Administrative: Training, policies and procedures, limiting hours of exposure
- Personal protective equipment: goggles, masks, gloves

Nurses have a professional obligation to facilitate the prevention, control, and abatement of occupational hazards, thereby reducing/eliminating occupational and environmental exposures. Advocacy begins by becoming informed, involved and developing collaborative relationships with health and safety professionals, occupational/employee health nurses and administrative personnel along with outside environmental advocacy organizations such as, Hospitals for a Healthy Environment ([www.H2E\\_online.org](http://www.H2E_online.org)) and Health Care Without Harm ([www.hcwh.org](http://www.hcwh.org)). Environmental health advocacy and nurses... a natural fit.

1 NIOSH Safety and Health Topic: Health Care Worker. <http://www.cdc.gov/niosh/topics/healthcare/>

2 Salazar, M.K. (2001). Core curriculum for occupational and environmental health nurses. W.B. Saunders, Philadelphia, PA.

3 Levy, B.S., Wegman, D.H. (2000). Occupational health: recognizing and preventing work-related disease and injury, 4th edition. Lippincott Williams & Wilkins. Philadelphia, PA.



# Seeking Solutions to Workplace Violence

by Annie Bruck

During the past decade increasing attention has focused on workplace violence as a pressing public health issue. In particular, healthcare workers are among the highest risk industries in Washington for nonfatal injuries related to workplace violence. Defining workplace violence and understanding the risks and far reaching effects, can serve as starting points to seeking solutions for safer work environments.

Capturing the range of definitions put forth, in a 2003 study conducted with the FBI, the American Association of Occupational Health Nurses (AAOHN) identified workplace violence as, "any action that may threaten the safety of an employee's physical or psychological well being or cause damage to company property." Nearly 20% of American employees reported an episode of violence at work with the collective incidents costing in the billions of dollars annually. Nationally, approximately 500,000 nurses report being victims of violence at work (OSHA, 2004; AAOHN, 2003).

Notable risks include environmental factors, work practices, policies, and stress as well as individual factors related to the perpetrator and victim. Of note pertaining to individual interactions is that of "bullying," defined by the Workplace Bullying and Trauma Institute as, "the deliberate and repeated mistreatment of a targeted employee by one or more other employees which adversely impacts the targeted employee's health." Vital to this definition is that the behavior is different than routine teasing, and that it adversely impacts health.

Similar to the general public, health care workers may underreport workplace violence due to fears of retaliation, job loss, or perceived embarrassment for having had the training to prevent such incidents and yet failing to do so. The psychosocial impacts of workplace violence cut across all facets of life for the individual or the organization. Grief, stress and anxiety may undermine professional competence and productivity as well as lead to strained relationships, substance abuse, job loss or more violence.

Addressing workplace violence demands a broad scoped approach. Key strategies involve management commitment and the implementation of an effective anti-violence program with policies and procedures delineating clarity of role responsibilities, assure no reprisals for reporting, and particularly address measures for coping with bullying, conflict, and deescalating anger.

## Director of Clinical Solutions and Operations

American Healthways, a publicly-traded company, is the nation's leading provider of specialized, care enhancement services for people with chronic disease.

This is an exciting opportunity for a team player who thrives in a fast paced environment and excels in achieving the desired clinical and business outcomes in support of AMHC goals and strategies. You will drive clinical outcomes using your leadership and proven skills in the development of strategies, relationships, new business and product implementation to improve AMHC's clinical and financial outcomes.

The ideal candidate must have a current RN license with a Master's Degree, preferably in Business Administration, plus a minimum of 5 years management experience in the healthcare industry -with managed care experience preferred. Effective presentation, analytical and project management skills are essential. Experience in application of business principles to clinical practice and knowledge of computer competencies required. Travel to Hawaii and Nashville required.

Benefits include excellent salary, matched 401k, LTD, LTC, generous paid time off, life insurance, tuition reimbursement, free parking, flex spending plans.

For immediate consideration, please fax or email resume to:



Fax: (808) 440-7095 • Email: [hr@amhealthways.com](mailto:hr@amhealthways.com)

To find out more about us, visit our website at [www.americanhealthways.com](http://www.americanhealthways.com)

IMPROVED HEALTH IS THE OUTCOME.

EOE

## Advanced Practice Community Health Systems Nursing



The University of Washington School of Nursing at Seattle proudly presents a Master of Nursing Degree Program designed for eLearning. This combination of online study, Saturday classes and video conferencing offers a unique opportunity to specialize in:

- Communities for Youth
- Cross Cultural Nursing
- Healthy Aging
- Occupational Health Nursing
- Rural Health

This program prepares nurse leaders in community health promotion, program development and evaluation, for a policy environment, a career in education, and health administration.

Have something else in mind? You can attend part time or full time, build your own program or pursue an MN/MPH.

Designed with **you** in mind.  
eLearning at your own pace.

For more information, please call (206) 685-1288.  
[www.son.washington.edu/eo/apchs](http://www.son.washington.edu/eo/apchs)

School of Nursing

UNIVERSITY OF WASHINGTON

# Continuing Education Calendar

*Note: WSNA's CEARP (Continuing Education Approval and Recognition Program) is accredited as an approver by the American Nurses Credentialing Center's (ANCC) Commission on Accreditation until August 31, 2011. 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 Communication Processor at 206/575-7979, Ext. 3011.*

## October 2005

**The Oncology Nursing Society Chemotherapy & Biotherapy Course;** Virginia Mason Medical Center, Seattle, WA; October 25 & 26, 2005, 8:00 am – 5:00 pm; Fee: \$225 – Contact Hours: 16.2; Contact F

**Choices & Changes: Clinical Influence and Patient Action in Diabetes Self Management Training;** Pacific Lutheran University, Tacoma, WA; October 26, 2005, 8:30 am – 1:00 pm; Fee: \$79.00 – Contact Hours: 4.8; Contact A

**28th Annual Pacific NW National Conference on Advanced Practice in Primary & Acute Care;** University of Washington, Seattle, WA, October 26-29, Contact Hours: 8-25.8, Contact C

**From Gracious Assertiveness to Conflict Transformation: Advanced Communication Skills that will Change your Life;** Bellevue Community College; Bellevue, WA; October 29; Fee: \$119 – Contact Hours: 7; Contact B

## November 2005

**When Children Die: Improving End of Life Care for Children and Families;** Pacific Lutheran University, Tacoma, WA; November 2, 2005, 8:30 am – 4:30 pm; Fee: \$99.00 – Contact Hours: 7.5; Contact A

**The Caring Course: An Empowering Approach to Behaviors of the Cognitively Impaired;** Pacific Lutheran University, Tacoma, WA; November 4, 2005, 8:30 am – 4:30 pm; Fee: \$99.00 – Contact Hours: 7.5; Contact A

**Foundations In Chemotherapy Practice;** University of Washington Medical Center; Seattle, WA; November 7-8, 2005; Fee: \$295/\$275\* – Contact Hours: 16.5; Contact C

**Hyperbaric Medicine @ Technology;** Virginia Mason Medical Center, Seattle, WA; November 7-11, 2005, 8:00 am – 4:30 pm; Fee: \$100 (1 Day) to \$400 (5 Day) – Contact Hours: 45.3 Total; Contact F

**Immediate Response-Essential Skills for Urgent Clinical Situations;** University of Washington Medical Center; Seattle, WA; November 14, 2005; Fee: \$195 – Contact Hours: 7.6; Contact C

**Wound Care Update 2005;** University of Washington Medical Center; Seattle, WA; November 16-17, 2005; Fee: \$295/\$275\* – Contact Hours: 15; Contact C

## December 2005

**Healing The Generations: Handling Sensitive Family Issues in the Care of Older Adults;** University of Washington Medical Center; Seattle, WA; December 8, 2005; Fee: \$195/\$175 – Contact Hours: 7.5; Contact C

**Improving Confidence in the Results of Classroom Multiple-Choice Exams;** Bellevue Community College; Bellevue, WA; December 8 & 9; Fee: \$249 – Contact Hours: 12.0; Contact B

**IV Skills for Nurses;** Bellevue Community College; Bellevue, WA; December 10; Fee: \$160 – Contact Hours: 7.6; Contact B

**HIV/AIDS Education – Classroom Format;** Bellevue Community College (North Campus); Bellevue, WA; December 13 & 15; Fee: \$59; Contact B

## January 2006

**Introduction to Perioperative Nursing;** Pacific

Lutheran University, Tacoma, WA; January 2 – 27, 2006; Fee: TBA – Contact Hours: 160; Contact A

**Healthy & Unhealthy Boundaries in the Healthcare Workplace;** Pacific Lutheran University, Tacoma, WA; January 12, 2006, 9:00 am – 4:00 pm; - Fee: \$89.00 – Contact Hours: 6.5; Contact A

**2nd Annual PLU Nursing Education Conference - Using PDA's To Enhance Nursing Education;** Pacific Lutheran University, Tacoma, WA; January 19, 2006, 9:00 am – 4:00 pm; Fee: \$89.00 – Contact Hours: 6.5; Contact A

**2nd Annual PLU Nursing Education Conference - Creating an Active Learning Environment for Adults;** Pacific Lutheran University, Tacoma, WA; January 25, 2006, 9:00 am – 4:00 pm; Fee: \$79.00 – Contact Hours: 6; Contact A

**Pharmacotherapeutics for ARNPs;** Pacific Lutheran University, La Quinta Inn Conference Center, Tacoma, WA; January 27, 2005, 8:30 am - 4:30 pm; Fee: \$119.00 – Contact Hours: 7.5; Contact A

## April 2006

**Northwest Parish Nurse Ministries Parish Nurse;** Pacific Lutheran University, Tacoma, WA; April 25, 26, 27, May 23, 24, 2006; Fee: \$445 for 37.3 Contact Hours or \$575 for 2 graduate semester credits; Contact A

## INDEPENDENT SELF STUDY COURSES

**AIDS: Essential Information for the Health Care Professional;** Contact Hours: 7.0; Fees: \$55; Contact: D.

**Animal Assisted Therapy;** Bellevue Community College; October 20; Fee: \$49; Contact: B

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

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

**Breaking the Cycle of Depression: A New Collaborative Model for Effectively Managing Depression;** Contact Hours: 14.0; Contact C

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

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

**Ethics Related to Nursing Practice;** Contact Hours: 9; Fees: \$200; Contact: D.

**Frequent Heartburn;** Contact Hours: 1.0; Fee: No Fee; Contact: FNP Associates

**Health Assessment and Documentation;** Contact Hours: 20; Fees: \$150; Contact: D.

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

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

**Legal Issues in Nursing;** Contact Hours: 4.0; Fees: \$120; Contact: D.

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

**Metered Dose Inhaler Use:**

Contact Hours: 3.0; Fee: \$15;  
Contact E

**Pain: Current Understanding of Assessment, Management & Treatment;**

Contact Hours: 6.0; Fee: No Fee;  
Contact: FnP Associates

**Pulmonary Hygiene**

**Techniques:** Contact Hours:  
6.0; Fee: \$25; Contact E

**RN Refresher Course; Contact**

Hours: None; Fees: Theory:  
\$500; Health Assessment and  
Skills Review: \$500; Clinical  
Placement for Precepted Clinical  
Experience: \$400; Contact: D.

**Sleep Disorders:**

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

**Smoking Cessation:**

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

**Treating the Common Cold;**

Contact Hours: 1.8; Fee: No Fee;  
Contact: FnP Associates

**University of Washington**

**Medical Center; Offers over  
30 self-study courses;** Contact  
C

**Contact the following  
Independent Study  
providers for specific  
course offerings:**

**Wild Iris Medical  
Education**

PO Box 527  
Comptche, CA 95427  
(707) 937-0518  
nurses@nursesceu.com  
www.nursingceu.com

**FnP Associates**

Fiona Shannon  
21140 President Point Rd. NE  
Kingston, WA 98346  
(425) 861-0911  
fiona@fnpassociates.com

**A. Pacific Lutheran  
University School of  
Nursing**

Continuing Nursing  
Education  
Terry Bennett, Program  
Specialist  
Tacoma, WA 98447  
253-535-7683  
www.plu.edu/~ccnl/

**B. Bellevue Community  
College**

Continuing Nursing  
Education  
Health Sciences Education  
& Wellness Institute  
3000 Landerholm Circle SE  
Bellevue, WA 98007  
(425) 564-2012  
www.bcc.ctc.edu

**C. University of  
Washington School of  
Nursing**

Continuing Nursing  
Education  
Box 358738  
Seattle, WA 98195-8738  
206-543-1047  
206-543-6953 FAX  
cne@u.washington.edu

**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**

Clinical Education  
Resources Department  
Lin Portscheller, Registrar  
Education Resources, G2-ED  
1100 9th Avenue  
Seattle, WA 98111  
(206) 223-6898  
(206) 625-7279 fax  
linda.portscheller@vmmc.org



# New Members

## Whatcom County DISTRICT 01

Jhoanna Antonio  
Joyce Engels  
Kimberely Howe  
Alison McGuire  
Tara Nyland  
Delores Oco  
Melinda Severance-Fengel  
Susan Windnagel  
Alyssa Zandstra

## King County DISTRICT 02

Melissa Ackerman  
Cesar Acuna  
Cecilia Adriano  
Susan Allen  
Pia Almajano  
DeAnn Anderson  
Jessaca Andrews  
Annie Armstrong  
Anush Artamonova  
Jill Arvai  
Amy Barnett  
Elizabeth Bennett  
Maureen Berkan  
Jennifer Bielitzki  
Lynn Birdsall  
Sara Blodgett  
Patrice Blumenthal  
Maria Jean Bristol  
Laura Broustis  
Joyce Brown  
Sherri Burch  
Dorothy Chao  
Christine Clem  
Michele Coates  
Jana Crane  
Anna Dare  
Denae Davis  
Lisa Davison  
Mary Delery  
Heidi Dishneau  
Nancy Drake  
Elizabeth Dunn  
Karen Dunn  
Susan Galloway  
Brianna Gessaman  
Carol Goodin  
Sarah Gray  
Heather Gutierrez  
SeeHyen Ham  
Nancy Harsch  
Catherine Igielski  
Maria Ignacio  
Andrew Ingersoll  
Bridgette Jeffries  
Amanda Johnson  
Shayna Johnson  
Mary Kelly  
Courtney King  
Janet Lau  
Wendy Lendrum  
Kimberly Leppert

Andrea Lerghty  
Deborah Leslie  
Alicia Loepker  
Carrie Luedecker  
Vicky Magobet  
Jennifer Maissen  
Sarah Malarz  
Connie Mantel  
Dorothy Marsman  
Valerie Martin  
Ramona Meis  
Beth Miller  
Judy Moore  
Rita Morey  
Greg Morrison  
Deanna Moseng  
Kara Mullane  
Christina Mullen  
Sarah Munro  
Marc Narciso  
William Nash  
Cecilia Navaluna  
Jay O'Brien  
Svaya Olin  
Carly Ortloff  
Sharon Parkman  
Elizabeth Pelkofer  
Elizabeth Perpetua  
Chamnon Pich  
Anne Primous  
Karen Riedl  
Ivy Riffkin  
Norman Ryerson  
Maypou Saechao  
Julie Schlageter  
Marlys Seeman  
Kelly Sehring  
Candice Serdahl  
Nora Servin  
Lida Shannon  
Don Simmons  
Sascha Singh  
Lisa St Amand  
Priscilla Stephenson  
Richelle Swearingen  
Maricris Tanuyan  
Sarah Turnbaugh  
Wynn Vance  
Jude-Teddy Villamarin  
Sarah Villavicencio  
Jana Vogel-Haney  
Sara Vomocil  
Susan Wainer  
Chelsea Ward  
Eileen Webster  
Dolores Wilson  
Kiflom Woldeabzasi  
Abigail Woodall

## Pierce County DISTRICT 03

Jocelyn Abad  
Ziyadah Al-Hameed Gillis  
Tara Anderson  
Susan Atwell  
Donna Banks  
Tasha Battes  
Michelle Bellon  
Pamela Black-Ehrhardt  
Crisanto Bolante  
Matthew Boucher  
Amy Brady  
Courtney Bronkhorst  
Kathleen Brown  
Andrew Bucey  
Theresa Bush  
Cheyenne Carter  
Cara Christensen  
Debbie Church  
Rachel Codiga  
Amanda Coghell  
Kum Colon  
DawnRene Crisostomo  
Monica Derosier  
Jin Do  
Nina Dooley  
Janet Durbin  
Clarice Emley  
Cheryl Frederick  
Susan Frey  
Sarah Goetsch  
Lindy Gordon  
Sheila Gould  
Doris Gregorio  
Vladimir Grib  
Joan Hammack  
Benjamin Harris  
Jennifer Hasenauer  
Amanda Hefron  
Heather Hokanson  
Matthew Jamora  
Janet Jepsen  
Lana Johnson  
Carmen Kamaunu  
Sherrie Keller  
Gayle Kenyon  
Kirstin Kozlowski  
Jessica Lewis  
Pamela Lewis  
Jane Lindstrom  
Julie Litalien-Hammond  
Kristine Lorenzo  
Lisa Lott  
Kerianne McAbee  
Fely McCartney  
David McLay  
Valerie McWhorter  
Brenda Mestas  
Erin Miller  
Anna Mock  
Alexandra Mounger  
Patricia Muncey  
April Myers  
Krissy Myers

Dawn Netherton  
Ricci Novak-Cameron  
Jane Orton  
Tonya Parrish  
Dorothy Perry  
Jaclyn Pilkey  
Carol Pinkerton-Ewens  
T'Rell Pinnock  
Timothy Plante  
Amy Poleskie  
Anne Rasmussen  
Kristi Reddaway  
Francine Reed  
Lisa Rimmeroid  
Suyapa Rivera  
Emily Roberts  
Michele Rose  
Rochell Roth  
Tamie Routley  
Evelyn Sabroe  
Debra Seltzer  
Elizabeth Shearry  
Daniel Sheline  
Brian Smith  
Jaqueline Smith  
Kathryn Sparks  
Jennifer Stewart  
Maria Sugui  
Rhonda Sweeney  
Bing Tan-Winters  
Davi Thorson  
Laura Ude  
Shannon Urban  
Susan Van Natta  
TinaMarie Villani  
Denise Walsh  
Diana Walters  
Joan Wilson  
Candi Yeoman  
Kathryn Zegstroo  
Jennette Zevenbergen  
Marina Zhukov

## Spokane/Adams/Lincoln/ Pend Oreille DISTRICT 04

Rachel Adams  
Shauna Anderson  
John Baldwin  
Melissa Barclay  
Natalia Barko  
Jaylynn Bassett  
Kathy Bernier  
Evelyn Blackman  
Colleen Broderius  
Melissa Brown  
Olivia Butori  
Robert Cabe  
Laurinda Carolus  
Melissa Cazun  
Jamie Chalich  
Jonathan Clifton  
Christopher Creamer  
Rhonda Crosby  
Tracey Dollard

Nichole Dorn  
Christa Eby  
Carolyn Edwards  
Cheryl Eggert  
Rachael Emerson  
Michael Faught  
Sean Fetters  
Sharon Fisher  
Faith Gallinger  
Lucas Glynn  
Gina Gonnella  
Carlene Haynes  
Teresa Heagerty  
Kelly Holcombe  
Brooklyn Howard  
Amy Howell  
Jodee Jackson  
Nicole Jones  
Michele Kilmer  
Kyle Lasley  
Kathleen Lederle  
Karen Matteis  
Suzanne Mattioda  
Tracy Meyers  
Cleo Mozena  
Sarah Mpare  
Erica Murdoch  
Rebecca Nelson  
Allison Nyathi  
Juanita Odiorne  
Jacinda Perrault  
Desiree Phakoo  
Traci Pierce  
Nicole Quirico  
Jennifer Ready  
Yvonne Reifschneider  
Barbara Richards  
Tammy Riley  
Laurice Rohrenbach  
William Russell  
Anjanette Speck  
Samantha Stevens  
Sarah Stewart  
Maria Walden  
Tonia Wells

**Yakima City/N. Yakima**

**DISTRICT 06**

Herbie Aganda  
Juliet Berube  
Meranda Covey  
Chrisitne Eakin  
Ronald Fought  
Sarah Gardner  
Mindy Siebol  
Grays Harbor  
DISTRICT 08  
Pamela Buchkoski  
Michele Flink  
Suzanne Morris  
Deborah Oliver

Snohomish County  
DISTRICT 09  
Kathleen Campbell  
Sheryl Janssen  
Adriane Martinez  
Angela Rideout  
Darcy Thomas

**Wakiakum/Cowlitz**  
**DISTRICT 10**

Marci Adams  
Robin Blankenship  
Micah Burr  
Cheryl Clarke  
Marlyce Hayes  
Carrie Howell  
Stacy Jensen  
Sherry Nelson-Wanamaker  
Jennifer Riley  
Larry Shelton  
Normandy Westervelt  
James Woods

**Clark/Skamania**  
**DISTRICT 11**

Giedre Babarskiene  
Jamey Burris-Fish  
Richard Collins  
Laura DaCorte  
Clarice Gollehon  
Wendy Harrison  
Sharon Norick  
Rebecca Parker  
Sandi Rosenzweig  
Cheryl Studer  
Joy Sugawara  
Elvia Witthaus

**Whitman County**  
**DISTRICT 14**

Kari Anderson  
Linda Bornitz  
Benton/Franklin  
DISTRICT 15  
Lori Cantrell  
Kim Perry  
Abigail Richardson  
Heidi Richter  
Senalrene Ritz  
M. Deborah Rogers  
Michelle Swanson

**Skagit/Island/San Juan**  
**DISTRICT 16**

Gregory Barley  
Michelle Corzine  
Jennifer Crawford  
Leanne Dillaway  
Charles Dinwiddie  
James Eddings  
Amy Erie  
Karen Hohmann  
Tanya Hunsaker  
Kathleen Hutchinson  
Brianna Knettle

Tara Law  
Mia Marlett  
Sharon Marshall  
Nataliya Murza  
Alice Nyland  
Devin Pettepiece  
Meri Popejoy  
Jane Stein  
Regina Stojkic  
Christine Thompson  
David Wilbur

**Kitsap County**  
**DISTRICT 17**

Connie Ewing  
Brenda Little

**Kittitas County**  
**DISTRICT 18**

Cathy Barker  
Sharon Munson  
Pamela Tugwell

**All other Counties**  
**DISTRICT 98**

Jamie Thompson

**TARUTIS & BARRON, P.S.**

Northgate Office Building  
9750 Third Ave NE, Suite 375  
Seattle, WA 98115  
(206) 223-1515

**YOU WORKED HARD FOR  
YOUR LICENSE SO...**

**Call us for a FREE phone consultation  
BEFORE  
you talk to a Nursing Commission  
Investigator**

- Over 20 years experience representing Health Professionals in licensing and disciplinary actions.
- We offer special terms and payment plans for Nurses.

**Gerald R. Tarutis      Kathryn R. Barron**



**Why are we the fastest growing health care staffing company in the world?**

**We're trying to keep up with you.**

- Local and travel opportunities
- Competitive pay
- Long term contracts available
- Comprehensive health and dental insurance
- Ask us about our bonus programs

Passionate & Personal

Call us. Let's chat.  
**1.866.836.5769**  
[www.seattle.supplementalhealthcare.com](http://www.seattle.supplementalhealthcare.com)

**Supplemental Health Care**  
STAFFING SPECIALISTS

**The only place for kids.  
The right place for you.**

As an award-winning facility and Arizona's only acute care hospital dedicated exclusively to children, Phoenix Children's Hospital offers the best care for the smallest patients. Helping children is all we do.

**Experienced RNS and New Graduate RNs  
We have exceptional opportunities in a variety of areas.**

**Meet us at the NurseWeek Seattle Career Fair  
on November 15th at the Meydenbauer Center**

When you join our dynamic, growing hospital, you'll enjoy an attractive compensation and benefits package including a relocation allowance of up to \$5,000. Interview expenses are paid. The Arizona lifestyle will also give you 300+ days of sunshine each year, unique culture, limitless recreational activities and reasonable cost of living.

To learn how you can make a difference in a child's life or to apply on-line, visit our web site at: [www.JOBSatPCH.org](http://www.JOBSatPCH.org)




**Only Kids. Only Phoenix Children's Hospital.**

*Join us at this free symposium*

**Providence Cancer Center  
Thoracic Oncology  
Symposium**

**Saturday, Nov. 5  
7:30 a.m. to 1:30 p.m.**

**Providence Portland Medical Center  
Health Conference Center • Level B  
4805 NE Glisan St., Portland**

Hosted by Helen J. Ross, M.D.  
and John R. Handy, Jr., M.D.  
Co-directors, Providence Thoracic  
Oncology Program

This course is certified to meet the criteria for 4.5 hours in Category 1 of the Physicians Recognition Award of the American Medical Association.

**What Primary Care Providers  
Need to Know about  
Diagnosis and Management  
of Lung Cancer**

Registration is recommended to ensure course materials and lunch will be available. To register, click on the symposium link at [providence.org/lungcancer](http://providence.org/lungcancer).

**Registration deadline is Oct. 31, 2005.  
For more information, call 503-215-6724.**

**[providence.org/lungcancer](http://providence.org/lungcancer)**



**Providence | Cancer Center**

**A caring difference you can feel**





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

NONPROFIT ORG.  
U.S. POSTAGE  
PAID  
Seattle, Washington  
Permit No. 1282