

THE WASHINGTON NURSE

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Volume 36, No. 3
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ARTICLE SUBMISSION DEADLINES

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

Calendar of Events November 2006

- 8 Bylaws/Resolutions Committee
- 10 Washington State Nurses Foundation Board of Trustees
- 16-17 Board of Directors

23-24 Office Closed - Thanksgiving Holiday

- 30 Staff Retreat

December 2006

- 7 Washington Nursing Leadership Council
- 19 Washington Center for Nursing

25-29 Office Closed - Christmas Holiday

January 2007

- 1 Office Closed - New Year's Day
- 15 Office Closed - Martin Luther King Jr Day
- 18 Occupational and Environmental Health and Safety Committee
- 26 Cabinet on Economic and General Welfare

February 2007

- 5 Nurse Legislative Day
- 19 Office Closed - Presidents' Day
- 24 Professional Nursing and Health Care Council

May 2007

- 2-4 Biennial WSNA Convention in Tacoma, Washington

June 2007

- 20-22 ANA Quadrennial Policy Conference, Nursing Care in Life, Death and Disaster," in Atlanta Georgia

September 2007

- 22-25 Local Unit Leadership Conference in Chelan, Washington

May 2008

- 6 WSNA Centennial Anniversary Celebration

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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 Mid-July 06 through October 06.

- Public Health Funding Roundtable
- WA DOH Public Health Emergency Preparedness Joint Advisory Committee
- Seattle-King County Public Health Reserve Corps Planning Committee
- Meetings with DOH staff on proposed DOH legislation
- Working for Health Coalition (access to care issues for children)
- Meetings of the Mental Health Parity Coalition
- Meetings of the Medication Safety Initiative
- Washington State Hospital Association Infection Safety Advisory Committee
- 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
- Implementation Work group for 100 Thousand Lives Campaign
- Washington Nursing Leadership Coalition (WNLC) meeting
- Washington Center for Nursing (WCN) Board Meetings & Open Forums (Spokane & Yakima)
- Meetings of the Washington State Nursing Care Quality Assurance Commission, its Practice and Education subcommittees and the Committee on Continued Competence
- Meeting of the Council of Nurse Educators of Washington State regarding development of a master plan for nursing education in WA
- Washington Toxics Free Legacy Coalition Steering Committee and the John H. Merck Foundation
- Washington Toxics Coalition 25th Anniversary Celebration
- Health Care Without Harm Nurses Work Group
- CHE-NW on environmental health issues



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- NW Occupational Hazards to Health Care Workers Conference
- Puget Sound Human Factors & Ergonomics Society
- 2006 Governor's Health and Safety Conference
- WA Department of Labor and Industries Task Force to Examine Lifting in Health Care
- ANA State Association Lobbyists' Meeting in Washington DC
- ANA and UAN planning sessions regarding the NLRB "Kentucky River" decision
- UAN Executive Council Meetings
- UAN Labor Cabinet Chairs meetings
- 6th Annual UAN Labor Leader Institute
- WSNA-PAC interview and endorsement meetings with candidates for state elective office
- 17th Annual WSNA Leadership Conference **WV**

In Focus

By WSNA President Kim Armstrong, BSN, RNC

This September I was privileged to attend the WSNA Leadership Conference in Chelan. Once again it was a great conference and I was pleased to see so many first time attendees as well as those who saw the benefit to return again. It gave me another opportunity to meet and network with so many members. My congratulations to the Cabinet on Economic and General Welfare and all of the WSNA staff who worked so diligently to provide such a quality program.

This year, Tim Davis, Chair of the Cabinet on Economic and General Welfare, Judy Huntington, Executive Director of WSNA, and I presented a program entitled WSNA—Your Union and a Whole Lot More. We wanted to do this to explain the difference and uniqueness of WSNA as compared with unions which simply represent nurses for collective bargaining. WSNA has a proud and successful history of representing nurses for nearly 100 years by:

- Advocating for access and quality health care for all,
- Fostering high standards for nursing practice,
- Stimulating the professional development of nurses and advancing their economic and general welfare.

In this article, I would like to highlight a few of the items that make WSNA more than other unions.

By belonging to WSNA, you have a voice at the national level through the American Nurses Association (ANA). What WSNA does at the state level, ANA does on the national level. WSNA's focus is state legislation and regulation, implementing and protecting ANA's Scope and Standards of Nursing Practice, and advancing and protecting the nurse's professional and economic welfare. ANA's focus is on federal legislation and regulation, Scope and Standards of Nursing Practice and Ethics and Human Rights. ANA's "Core Issues" are:

- The Nursing Shortage
- Patient Safety/Advocacy
- Workplace Rights
- Appropriate Staffing
- Occupational and Environmental Health and Safety

Therefore, ANA's and WSNA's Mission, Vision and Goals are mutually supportive of each other. Together we all are working on issues which impact all nurses such as patient safety, nurse safety and staffing.



Also, if you are represented for collective bargaining, you have another voice at the national level, the United American Nurses (UAN). The UAN is the exclusive and only collective bargaining arm of the ANA. Where it has, and will continue to have close ties to the ANA, it is a totally autonomous

organization with its own board of directors and councils. The UAN represents nurses' interests at the National House of Labor and is a member of the AFL-CIO. It has developed a national labor agenda for nursing.

So, what is the difference between WSNA and other unions? Other unions that represent nurses in Washington state also represent other health care workers such as Social Workers, Techs, LPNs, Aides, Respiratory Therapists, etc. WSNA is the only organization that represents only REGISTERED NURSES.

What about WSNA and other nurse speciality organizations? Nurse Speciality Organizations are important. Their focus is on the clinical aspect of care within a very finite specialty. They keep our specific specialties clinically on track.

WSNA represents practice for the entire profession of nursing. WSNA is the only organization that represents all professional nurses on practice issues such as continued competency, scope of practice and the encroachment by other health care providers on that scope of practice as well as medical errors and systems safety. WSNA, through the Practice Department, represents the profession of nursing at all of the Washington State Nursing Care Quality Assurance (NCQAC) meetings. NCQAC enforces the minimal standards for safe nursing practice and protection of the public while WSNA promotes and advances the highest standards for the profession of nursing.

I would like to invite everyone to visit the WSNA website at www.wsna.org for more detailed information on what WSNA is and does. If you have questions, please feel free to e-mail them to me at the address on the website. I am very proud to be a part of an association that represents not only me, but the entire profession of nursing at so many tables. Whether protecting my licensure and scope of practice, or in the legislative arena or at the bargaining table, WSNA is Your Union, but IT IS SO MUCH MORE!. 

17th Annual Lake Chelan Leadership Conference

It's hard to believe, but we just celebrated the 17th annual WSNA Leadership Conference at sunny Lake Chelan! The last week of September has become synonymous with this event and staff nurses from all across the state journeyed to Lake Chelan for a two and a half days meetings, classes, networking and celebration! 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 110 staff nurses from 27 different local units were in attendance, many of whom were first time attendees.

The conference began with the Fall meeting of the WSNA Local Unit Council. Officers and Leaders from the 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 WSNA Local Unit Officer pin by the Chair of the E&GW Cabinet, Tim Davis. Following the installation of new officers, attendees broke into small work-groups to identify the top issues they are facing in their local units and brainstorm ideas for how WSNA can help them address these. After a spirited session, they adjourned for an opening Welcome Wine and Cheese Networking Reception sponsored by the Cabinet on Economic and general Welfare.

The Leadership Conference officially began on Monday morning with a 7:00 am "Breakfast with the Vendors," sponsored by the Nurses Services Organization. Following breakfast, the Keynote session was presented by Ann E. Rogers, PhD, RN, FAAN, Professor of Nursing at the University of Pennsylvania where she also holds a joint appointment in the School of Medicine's Division of Sleep and Respiratory Neurobiology. Dr. Rogers discussed her latest research findings on the impact of shift work, long work hours and fatigue on patient, nurse and public safety. Her presentation held the audience spell-bound as she linked longer hours of work with significant increases in patient errors, episodes of micro-sleep and difficulty staying awake on the job and while driving home from work. In addition to an increase in frequency of patient errors, longer hours of work (more than 8 -12 consecutive hours) were also associated with fewer hours of sleep during the off hours. Sleep duration was strongly associated with the ability to remain alert at work. Normal adults need 7 ½-8 hours of sleep to remain alert the next day – for nurses who got only 7 hours of sleep, the risk of making errors increased by 7%; for

those who got only 6 hours, the risk of errors increased by 14% and for those nurses who got only 5 hours of sleep the error risk increased by a staggering 21%! And in this study of more 11,000 shifts, nurses reported to work with fewer than 6 hours of sleep for more than 25% of the 11,000 shifts! Additionally, 2/3 of the nurses in the study reported driving drowsy at least once during the reporting period and working 12 hour



Karen Bowman, MN, RN, COHN-S presents a session on new safe patient handling legislation

shifts doubled their risk of driving drowsy - a dramatic indictment of the current hospital practice of scheduling long hours of work (12 hours or more) and coercing overtime – and strong support for the need for rest breaks and more rest between shifts. We are all looking forward to her next publication on the results of her latest research on the impact of the number of consecutive 8 hours shifts on patient safety.

The remainder of Monday morning and the afternoon was filled with concurrent CE sessions and included classes on "Tools for Health and Safety," "How to be a Media Star," "Essentials of the Grievance Process," "The New Safe Patient Handling Law – Making it Work in Your Workplace," "Help! I'm a Local Unit Leader – What Now?" "WSNA – Your Union and a Whole Lot More," and "Chemical Policy Reform: Implications for Nursing."

On Monday evening, everyone quickly moved into a party-mode in keeping with this year's Mardi Gras theme and prepared to celebrate at the now famous E&GW Awards Banquet.

As participants arrived, they were greeted by a trio of former ANA Board Members (former ANA Board members: President, Barbara Blakeney; Treasurer, Jan Bussert; and Secretary, Kathy Koean) who entertained the group with their Mardi Gras masks (which they later auctioned off to help support the WSNA-PAC and raised nearly \$400) and helped set a celebratory tone for the evening. Door prizes and festive table decorations provided additional excitement. A silent auction (2 bottles of outstanding Walla Walla wines) and raffle (a large basket of assorted Washington wines, coffee, and chocolate) also raised more than \$1,000 for the Washington State Nurses Foundation nursing scholarship funds, once again proving that coffee wine and chocolate are truly the three main food groups of WSNA!

After a fabulous dinner, the highlight of the evening, the Fourth Annual E&GW Awards Ceremony, was hosted ably by the E&GW Cabinet members: Tim Davis, Jeanne Avey,



Ann Rogers, PhD, RN, FAAN

Judi Lyons, Debra Brogan, Maggie Flanagan, Julia Barcott, Peggy Slider, 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 2006 E&GW Award Winners:

- Local Unit "Rising" Star Award:
Julia Rose Barcott, Yakima Regional Hospital
- Outstanding Negotiating Team:
University of Washington Medical Center Team
- Adversity Award:
Dian Davis, St. Joes Hospital, Tacoma
- Membership Award 2005:
Pam Rimel, Yakima Regional Hospital
- Outstanding Grievance Officer:
Rob Salas, St. Clair Hospital, Lakewood
- Outstanding Local Unit Chair:
Julia Weinberg, Skagit Valley Hospital

Tuesday morning dawned bright and early for those who wanted to partake of the Omelet & Continental Breakfast. Back by popular demand, Mary Walker, PhD, RN, FAAN, Dean of Seattle University and WSNA Vice-President, teamed up with Chris O'Neil, RN, DMin, Treasurer of the Oregon Nurses Association and Director of the Oregon Workdrugfree Program, to provide an opportunity for introspection, sharing and mutual support in a thought provoking session called "Nurturing for the Soul."

Mary and Chris helped participants reconnect with themselves personally and then led the group through a joint experience of finding a common place and connectedness in the issues and themes of our busy work and personal lives. Everyone left the session truly inspired and energized with new ways of looking themselves as leaders and as a part of a shared community.

Leadership 2006 ended at noon on Tuesday following back-to-back presentations by Barbara Blakeney, MS, MN, immediate past President of ANA, who spoke on "Changing Times, Changing Strategies" and Andrea Staples, the new National Organizing Director of the United American Nurses (UAN) Who spoke about her "Journey as a Union Activist" These sessions emphasized the interconnectedness of the Association at all levels – WSNA, ANA and the UAN and why we are uniquely and truly a multi-purpose association.

If you didn't get to attend this year, be sure to make your plans for next year – the 2007 WSNA Leadership Conference will again be held in Chelan, September 23 – 25, 2007. www.wsna.org



Cardiology - Teaching Associate/ARNP

The Division of Cardiology has an outstanding opportunity for an ARNP. This individual will function as a member of the health care team within the Heart Failure/Transplantation Service.

This individual will have the responsibility for rounding and managing patients on the inpatient Heart Failure and Pre-transplant Service.

Responsibilities: Be responsible, with the supervision of the Card B attending, for the day-to-day care of approximately one half of the patients on the Card B service Monday through Friday. Admit approximately half of the patients to the Card B service during the day Monday through Friday. Assume care for patients admitted to the Card B service by the night float. Provide coverage for the entire Card B service one day per week from the hours of 5 to 8 PM. Attend weekly Transplant Conference and participate in discussions about hospitalized heart failure and post-transplant patients. Organize discharge planning and arrange for post-discharge follow-up. Dictate discharge summaries. Where appropriate, communicate with the referring doctor. Participate in work and teaching rounds. Communicate with the night float team about the patients on the hospitalist's service ("sign-in" and "sign-out").

Minimum Qualifications: Licensed in the State of Washington as an Advanced Registered Nurse Practitioner Licensed in the state of Washington with Prescriptive Authority for II-IV Must be approved for faculty teaching assistant by the School of Medicine

Desired: Two years experience as an ARNP desired, preferably in the cardiology or cardio thoracic surgery area.

Please send your resume via email or fax to:

Joy Smith
joys2@u.washington.edu
Fax : 206-221-6835

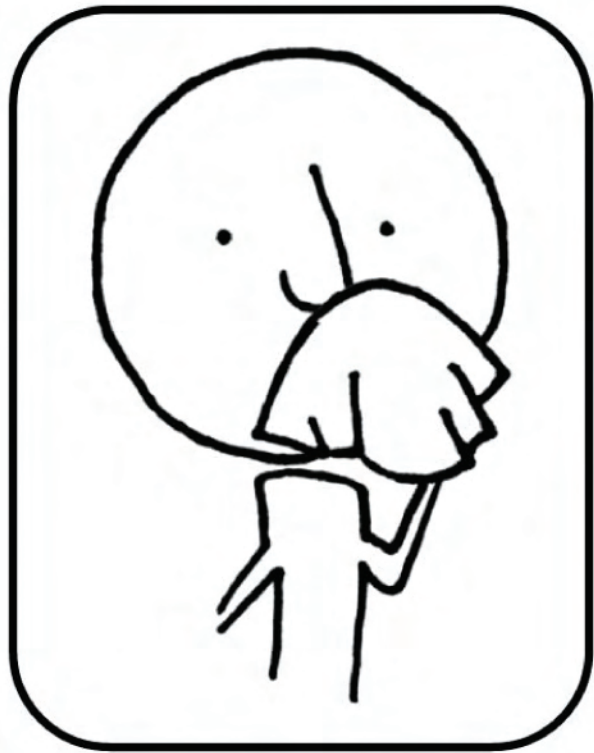
Healthcare Workers Urged to Get Immunized for “Flu” this Fall

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 2006 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 and 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 2006-2007 flu season and are available free of charge. Download the “Protect Yourself, Protect Your Patients” materials from www.hmhbwa.org/forprof/IACW/Influenza.htm Help protect yourself and others: use good health habits Take these simple precautions to help prevent the spread of flu and other respiratory disease:

- Cover your nose and mouth with a tissue when sneezing, coughing or blowing your nose.
- Throw out used tissues in the trash as soon as you can.
- Always wash your hands after sneezing, blowing your nose, or coughing, or after touching used tissues or



Stop the spread of germs that make you and others sick! Cover your cough.

- handkerchiefs. Wash hands often if you are sick.
- Use warm water and soap or alcohol-based hand sanitizers to wash your hands.
- Try to stay home if you have a cough and fever.
- See your doctor as soon as you can if you have a cough and fever, and follow their instructions, including taking medicine as prescribed and getting lots of rest.
- If asked to, use face masks provided in your doctor's office or clinic's waiting room; follow their instructions to help stop the spread of germs.

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 **WN**

Safe Patient Handling Bill Introduced in Congress

While Washington State passed our own Safe Patient Handling Bill this year in the State Legislature, WSNA is now working with the United American Nurses (UAN) to extend that protection to nurses throughout the country. A new federal bill has been introduced by Rep. John Conyers (D-MI) will give direct care nurses the protection they need to safely treat and move patients without running the risk of debilitating musculoskeletal disorders.

Direct care RNs get injured at a higher rate than laborers, movers and truck drivers from repositioning, moving and lifting patients, according to the Bureau of Labor Statistics. Work-related lifting injuries in turn lead many nurses to leave the profession, with more than half of all nurses complaining of chronic back pain and 38 percent of nurses suffering from pain severe enough to require leave from work.

The Nurse and Patient Safety & Protection Act of 2006 (H.R. 6182) will protect nurses by:

- Establishing a Federal Safe Patient Handling Standard to be administered by the Occupational Safety and Health

Administration within one year of the bill's enactment. The standard will eliminate manual lifting of patients by nurses except in case of emergency and require all hospitals to purchase and use safe patient lift mechanical devices, with input from RNs and organizations representing RNs.

- Requiring hospitals to implement a safe patient handling plan within one year of the bill's enactment that is consistent with the requirements of the federal standard and that provides quality delivery of health care services to protect patient safety and nurses' health;
- Requiring the posting of information on the federal standard and unscheduled audits to ensure compliance;
- Including strong whistleblower and refusal of assignment protections for nurses who speak out against non-compliance and penalties for hospitals which do not comply.

For more information about this legislation, go to www.uannurse.org 

WSNA Sponsors Healthiest State in the Nation Media Campaign

WSNA is a major sponsor along with the Washington State Medical Association (WSMA) in the Washington Health Foundation (WHF) Healthiest State in the Nation media campaign. A series of television ads (on FOX and WB channels in western Washington) featuring WSNA President Kim Armstrong, Governor Christine Gregoire, and the WSMA President offer health tips to the public and encourage everyone to participate in the Governor's Community Health Bowl and join the Healthiest State in the Nation campaign.

The Washington Health Foundation (WHF) issued a challenge to the people of Washington State to earn 10 MILLION MILES of health in 2006 and help Washington become the Healthiest State in the Nation! In December 2005, the United Health Foundation released its annual state health rankings and Washington moved up one notch to number 14. However, we still have a long way to go to reach number one!

The 2006 Governor's Community Health Bowl kicked off on Sept. 18, which Gov. Christine Gregoire proclaimed "Washington Health Day."

The Health Bowl offers a fun opportunity for individuals, participating organizations, and schools involved in the Healthiest State in the Nation Campaign to build challenges



around fitness and knowledge about our state's health!

By joining the Healthiest State in the Nation Campaign as a Leading Partner, the Washington State Nurses Association (WSNA) is helping to lead the way to a healthier Washington—by building Healthy Systems and promoting Healthy Living.

For more information and to join the campaign, please go to www.HealthiestState.org 

Improve Safety. Win \$100.

The SHARP (Safety & Health Assessment & Research for Prevention) program at the Department of Labor and Industries is conducting research to evaluate Washington State's new Safe Patient Handling law. Your input is needed because the information you share can help make Washington hospitals safer!

The goal of the survey is to find out if hospitals that have Safe Patient Handling programs have fewer staff injuries. And we want to learn what parts of Safe Patient Handling programs are most effective at reducing injuries.

We're asking all hospital employees that lift, move, or handle patients as a part of their jobs to take part in a web survey. SHARP needs to get surveys from over 25,000 workers, so they need your help! The survey is voluntary and confidential.

To thank you for your time, you may enter a raffle. Ten survey respondents will each win \$100 gift certificates.

The survey will start on Monday, October 30th. To complete the survey, visit www.surveymk.com/safepatienthandling



If you don't have Internet access, would prefer to complete the survey over the phone, or would like a paper copy sent to your home, please call Jennifer Cullen at (360) 902-6210 or toll-free at 1-888-66-SHARP.

Nursing Practice Update

By Joan Garner, Director of Nursing Practice & Education

The Nursing Commission will be mailing out the first newsletter since Fall 2000, in January, 2007. The newsletter will be called the Washington Nursing Commission News. The first newsletter will be lengthy – approximately 32 pages. But it will be chock full of important information! Included in the January issue will be articles on Multi-State Licensure Compact and Continued Competency.

The Multi-State Licensure Compact has not been on the Nursing Commission's radar screen until recently. There are both advantages and disadvantages to the compact. More information will be coming to you via the Washington Nurse and also on the WSNA website under Practice. www.wsna.org.

Continuing Competency is a very important issue with the Nursing Commission at this time. Plans are moving forward for a pilot study to be done using a personal professional portfolio as the tool for demonstrating continued competence. The definition of continued competence as identified by the National Council of State Boards of Nursing's Continued Competence Task Force in January 2006 is "The ongoing ability of a nurse to integrate knowledge, skills, judgment and personal attributes, required to practice safely and ethically in a designated role and setting in accordance with the Scope of Nursing Practice."



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The NCSBN's principles and premises identified in previous documents claim: "Regulatory approaches to continuing competence in order to be visible, must be:

- Administratively feasible
- Publicly credible
- Professionally acceptable
- Legally defensible
- Economically affordable
- Attaining, maintaining and advancing competency is a joint responsibility between the individual nurse, employer, licensing board, educator and profession."

You can read more about continued competency on the NCSBN's website at:

http://www.ncsbn.org/regulation/continued_competence.asp

At the November Nursing Commission workshop, the licensed members of the Commission (12) and the staff (3) will be completing their own portfolios. Discussion will focus on any difficulty that the group encountered when setting up their portfolios. There is no information on the Nursing Commission's website at this time about continued competence. No discussion has taken place on the implementation of this project.

A comprehensive article "The Professional Portfolio: Documenting Who You Are And What You Do" was written by Susan Trossman, RN and appeared in the March/April 1999 issue of the The American Nurse (TAN) . Susan is the senior reporter for ANA. You can access this article at <http://www.nursingworld.org/tan/99marapr/portfolio.htm>

ANA has long spoken out about the important link between continued competence and quality nursing care. ANA strongly believes that defining competence is in the jurisdiction of the professional association.

A professional portfolio according to Trossman is a comprehensive document completed by the nurse that details the current state of his or her practice, background, skills expertise and perhaps most important, a working plan for professional growth.

WSNA will keep you posted about the progress of the continued competency project. ☐☐☐

The Meaning of Commitment

By Julia Barcott, RN

Unhooking the IV's, tubes and wires attached to the woman, I recollected the family meeting that had occurred earlier. Talking to a family about ending life support had always been a very emotional and draining task. I wondered about everything this woman had seen and done during her lifetime. I wished that I had been able to get to know her and talk to her myself. There had certainly been a lot of love and admiration for her from her family. They had all felt that she would not have wanted to continue her life this way and had all made the decision together to let her pass. They were gathered around now praying and crying. Trying to be quiet and discreet, I had to smile as I listened to them begin to talk about their childhood memories and stories of their mother. What a wonderful way to leave this world, I thought, with your children gathered round sharing and supporting each other. I wondered what it would be like when I would be in their place, talking about my own mother. A great sadness swept over me and tears began to fall down my face as I stepped out of the room to regain my composure.

I had explained everything to them that I could remember about what to expect as their loved one died. It all seemed so clinical, but I knew that it was my responsibility and would hopefully help them on the journey that they would be making together. I tried to answer the barrage of questions that followed.... Would she feel pain? Can she still hear us? How long will it take? After hopefully calming their fears, I hugged the family and closed the door.

While continuing on with the care of all my other patients, I would try to frequently check on the family and give care to my patient as they came in and out of the room. Periodically I would be waved in to answer a question or check on their mother's breathing. Now it was finally the end of my shift and I went into the room and told the family that I would be leaving and introduced them to the nurse coming on. I leaned over my patient and said goodbye and hugged the family before heading down to give report. As I walked silently out of the hospital I took a deep breath of fresh air. It was dark again, just like it had been when I had come to work twelve hours ago.

Opening the door to my car, I sat down and realized how exhausted I was. This had been an extra shift and had been a very busy day. As I recalled today's events, I thought about all the times that nurses all over the world had gone through the same journey that I had been through today. We had all come so far in our profession and now possessed such a vast knowledge of skills and technology. Even with all the progress, I was reminded how often the hardest but most rewarding time in my nursing experience seemed to come down to a day like this. Once again, the basic ability to try and bring respect, compassion and dignity to patients and their families had brought out the true nature of nursing.

Putting the key in the ignition I started the car but I seemed to be frozen in time. After a deep breath I turned the car off, got out and walked back into the hospital. As I turned into the nurses station, the other nurses looked up and our eyes met. One of them smiled and the other nodded her head. I didn't have to explain why I had come back. Setting down my things in the corner, I took off my coat and walked over to the room where my patient and her family were. Walking into the room, I smiled and told them that I had a little more time and would like to stay with them. Instantly there was a flurry of welcomes and hugs as they pulled up a chair and asked me to sit down. Leaning over to tell their mother that I was back, I heard them begin to talk again of family and coveted memories of their times together. I realized that this was the place that I was meant to be right now and that this experience reminded me that, for me, nursing was a calling and a gift from God. I said a silent prayer thanking God for the guidance to bring me back here and turned to listen to their memories about a remarkable woman and mother. **WN**

There are no great accomplishments,
only small tasks with great love

Mother Teresa

[Editor's Note: Julia Barcott is a staff nurse at Yakima Regional Hospital and a member of the WSNA Cabinet on Economic and General Welfare. Her essay was written as part of her hospital's Nurses' Week activities and Julia was one of three honored for their essays on "The Meaning of Commitment."]

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E&GW Update: Sea-King PH Clinic Closures Postponed

By Hanna Welander, BSN, RN

The Seattle-King County Public Health Department recently announced to its employees that due to budget constraints, they would be closing two Seattle-area clinics: North Public Health in Seattle's Northgate area and Northshore Public Health in Bothell.

A last-minute reprieve was had when Ron Sims, County Executive, announced on September 28, 2006, that he had rejected the recommendation by the Public Health Budget Office to close the clinics. \$2.3 million had been budgeted to keep the doors open for an additional six months.

(<http://www.metrokc.gov/exec/news/2006/0928health.aspx>)

At a rally at the North Clinic on Saturday, September 30, 2006, WSNA nurses, physicians and administrative support staff came together, supported by their community of patients, health-care colleagues, and labor organizations. Patients spoke from the heart about their positive experiences. Sunny, one of public health's Amharic interpreters, played a tape recording of a 10-year-old boy whose family uses public health for their medical care.

Phyllis Knowles, a resident of Greenwood, used North Public Health when she had Medicaid. She states: "I was just really impressed with the care, with the quality of the care, and all of the quality of the personnel, the receptionists, the doctors, the nurses. I felt really fortunate to have found it. I think it would be a tragedy if they close it. People need good care. It's cheaper in the long run."

At Ron Sims' press conference (September 28), Bob Ferguson and Julia Patterson, King County Council members, reiterated their commitment to press on and lobby for additional long-term, stable funding.

Ms. Patterson, chair of the King County Board of Health, stressed the need to determine which public health activities are the most valuable. She indicated that decreasing obesity and diabetes mellitus through prevention rather than treatment was important. She also indicated that the County can't continue to keep adding millions of dollars to health care. Alice McDermott, RN, clinic nurse at Public Health for 14 years, was the Diabetes Educator. Alice was laid off September 29, 2006, the day after Ms. Patterson's statement. How ironic. As Diabetic Nurse Educators know, nurses seeking certification must have 1000 hours of patient contact hours in addition to the curriculum.

Alice is passionate about public health and laments losing her job. She states: "The people that we serve have nowhere else to go. They have predominantly no insurance or method of payment. It would be impossible for any clinic or structure to absorb that kind of economic drain. The question becomes, what do we want as a society? Are we willing to have people become seriously ill and possibly die due to lack of simple outpatient care? We need to remember that a society is judged by how they take care of the poor."

So, where do we go from here? Clearly, the current system is grossly inadequate. With the continuing threats of terrorist attacks, natural disasters and pandemic flu, we simply cannot wait. So what is the solution and what is WSNA doing about it?



The solution is a dedicated long-term stable and adequate source of funding for our public health infrastructure, one in which the role of public health nurses are fully recognized and utilized.

The first step has been the formation of the Public Health Funding Roundtable. WSNA was a founding member

of the Public Health Roundtable, which is now a coalition of more than 20 organizations committed to protecting the health of Washington State's citizens. The goal is to raise awareness about the public health funding crisis, and to secure an adequate and stable source of funding for public health. Members of the Roundtable include WSNA, Washington State Hospital Association, Washington Health Foundation, Washington State Public Health Foundation, local public health officials, Washington State Association of Counties, Washington State Medical Association, American Heart Association, and the American Lung Association.

In 2005, the Roundtable coordinated a "Walk the Talk for Public Health Pedometer Challenge" at the Legislature where we challenged each of the Democrat and Republican caucus in the House and Senate to see which group would register the most miles on their pedometer. We were also successful in the passage of House Concurrent Resolution 4410.

This resolution creates the Legislative Public Health Funding Task Force. It is charged with reviewing all current and potential local, state, and federal funding sources and expenditures for public health services and recommending potential sources of future funding for public health services and complete a report to the governor and the legislature by the end of 2006.

As you know, the need for a well-prepared public health system is dire. WSNA, as part of the Public Health Roundtable, will be seeking an immediate investment in the 2006 supplemental budget towards strategic planning for the pandemic flu. The legislature in 2006 appropriated \$2 million in the budget towards pandemic flu preparation. WSNA will be back in 2007 to seek additional public health funding to towards the crumbling infrastructure.

To keep posted on the work of the Public Health Financing Committee, visit the following weblink: <http://www1.leg.wa.gov/Joint/Committees/PHF/>

As a former Public Health Nurse for Public Health – Seattle King County, I am asking all of our WSNA members to support the health department nurses. **WN**

E&GW Update: The Kentucky River Decisions

Patient Care Jeopardized With Decision by NLRB to Deny Union Rights to Nurses

The long-awaited rulings by the National Labor Relations Board (NLRB) on what has become known as the “Kentucky River Decision” was issued on Oct. 3, 2006. These decisions (actually three separate decisions), significantly alter and expand the definition of “supervisors” under the National Labor Relations Act (NLRA) and have far-reaching implications for the rights of registered nurses to organize and be represented and protected by a union contract.

The NLRB rewrote broad definitions of supervisory duties, such as assigning work, responsibility to direct and use of independent judgment. For instance, the board said workers are supervisors if they – on a regular basis, even if it’s infrequent – assign an employee to a particular unit or location, to work at a certain time, or to do a significant task. Also, they would be supervisors if they are held accountable for job tasks they assign.

In Oakwood Healthcare Inc., the lead case of three related rulings, the NLRB issued new guidance for determining who is a supervisor and found that permanent charge nurses, but not temporary charge nurses, at an acute care hospital were supervisors under the NLRA. However even temporary charge nurses may be deemed supervisors if they are regularly assigned to that duty as little as 10-15% of the time. Under the NLRB ruling, the term “assign” has been given new broad meaning, to include the assignment of “overall duties and tasks” while the phrase “responsibility to direct” was interpreted in one of the companion cases to include the direction by charge nurses to certified nursing assistants to clip residents’ nails or to empty catheters if the direction were given with requisite accountability to meet the “responsible” test. Clearly, these new definitions that focus on task assignment or direction can create havoc with traditional ideas of what constitutes ‘supervisory’ work.

The rulings, made in a close 3-2 decision, are being denounced by all of the national and local unions representing registered nurses as well as the labor movement in general. The three members who have devised these new interpretations of the law clearly do not understand the nature of nursing practice and how being a work leader who delegates tasks does not equate to having the managerial duties that Congress identified as necessary to make someone a supervisor under the law. WSNA agrees with the two members of the Board who dissented - the interpretation is not consistent with Congressional intent. Congress did not intend to exclude “minor supervisors” like “lead men” from the coverage of the National Labor Relations Act.

“Nurses are patient advocates first and foremost,” said Kim Armstrong, RN, President of WSNA. “This decision will have a chilling effect on our ability to speak out about workplace issues that have a direct effect on safe patient care.”

“Registered nurses use independent judgment, coordinate and oversee the care of patients. These core functions make him/her

an excellent RN and patient advocate, not a supervisor,” said Tim Davis, RN, Chair of Cabinet on Economic and General Welfare of WSNA.

WSNA has a long and successful history of collective bargaining with hospitals in Washington State and has represented nurses for collective bargaining since the 1940s. Since that time, hospitals in Washington recognized the nurses’ desire to unionize and voluntarily recognized the rights of nurses for representation. “We expect to continue our relationship with the hospitals in Washington State and hope that they will honor and respect nurses choice to join a union. The RNs in Washington State will continue to fight for nurses’ right to remain protected by unions and to have a voice for safe patient care,” said Barbara Frye, BSN RN, Director of Labor Relations.

One of the most crucial benefits of union membership is protection from retaliation, being fired or disciplined when nurses voice concerns on critical patient care issues like safe staffing and mandatory overtime.

“The NLRB’s ruling will compromise quality patient care by reclassifying some registered nurses as “supervisors.” The removal of these nurses’ ability to join a union will strip them of union protection when speaking out for safe patient care,” said Judy Huntington, MN, RN, WSNA Executive Director.

WSNA has been working with the UAN, and ANA to develop information and strategies for addressing the impact of these decisions. These meetings are ongoing and we will keep you informed as they are further developed.

In the mean time, here are some important points for you to know about what WSNA is doing and the rights of our nurses:

- 1) WSNA issues a press release on October 4th denouncing the decision.
- 2) WSNA has placed information about the decision on the WSNA website and will be adding to it as developments occur. Go to www.wsna.org
- 3) WSNA has sent a postcard to WSNA affected members directing them to the WSNA website for more information.
- 4) WSNA attorneys are currently in consultation with the general counsels from the AFL-CIO, UAN, ANA and other unions to explore all possible legal remedies and contract protections that can be utilized if employers try to take action to strip nurses of their rights.
- 5) WSNA will be working with our Cabinet, Nurse Reps and local unit leaders to quickly identify any employer action that may try to exploit these decisions and will use every available means to protect our nurses rights to contract protection.

While the actions of the majority members of the current NLRB pose a serious and potentially devastating blow to the union rights of our charge nurse members, we are not going to give this up without a fight - not in this state and not nationally! **WN**

2007 Dues Rate Schedule Effective January 1, 2007

WSNA dues are adjusted annually on January 1st each year based on a formula approved by the membership in 1991 and revised in 2003. The formula is now based on the statewide average of the 5th step wage rate for RNs in WSNA represented bargaining units. This calculation is made on existing contracts in effect on July 1 each year. The average monthly salary is multiplied by a dues adjustment factor of 1.00% and again by 12 to determine the figure for the annual WSNA portion of the dues (total dues include WSNA, ANA and District dues where applicable). The amount of the dues increase for 2006–2007 for the WSNA portion of the dues will be 2.78% (\$1.25 per month for a total of \$14.98 for the year) for members who work full-time in our highest dues-paying category). There is no increase in the ANA/UAN portion of the dues this year, however there is a \$2.50 per month per capita fee

for the UAN Mobilization Fund for members covered by a WSNA collective bargaining contract (see related article). Members who work less than 80 hours per month, are retired or not represented for collective bargaining may qualify for one of the reduced dues categories. Below is the updated WSNA dues rate schedule, effective January 1, 2007. If you are currently a member and have had a change in your employment situation, please contact the WSNA Membership Department at 800-231-8482 or 206-575-7979 ext. 3025. Please note: It is the member's responsibility to notify WSNA in writing of any changes in address, employer, FTE status, layoff or leave of absence. Write to: Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle, WA, 98188.

MEMBERS COVERED BY A BARGAINING UNIT

DISTRICTS	CATEGORY I			CATEGORY II			CATEGORY IV		
	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly
1,6,8,17,18	720.72	241.57	60.06	548.16	184.05	45.68	375.36	126.45	31.28
2	774.00	259.33	64.50	588.00	197.33	49.00	402.00	135.33	33.50
3	729.12	244.37	60.76	554.40	186.13	46.20	379.68	127.89	31.64
4	736.80	246.93	61.40	560.16	188.05	46.68	383.28	129.09	31.94
5,15	715.68	239.89	59.64	544.32	182.77	45.36	372.96	125.65	31.08
7	721.20	241.73	60.10	548.40	184.13	45.70	375.60	126.53	31.30
9,12	728.16	244.05	60.68	553.68	185.89	46.14	379.20	127.73	31.60
10,13	718.32	240.77	59.86	546.24	183.41	45.52	374.16	126.05	31.18
11	730.80	244.93	60.90	555.60	186.53	46.30	380.40	128.13	31.70
14,98	710.64	238.21	59.22	540.48	181.49	45.04	370.32	124.77	30.86
16	725.76	243.25	60.48	551.76	185.25	45.98	377.76	127.25	31.48

MEMBERS NOT COVERED BY A BARGAINING UNIT

DISTRICTS	CATEGORY III			CATEGORY IV			CATEGORY V		
	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly
1,6,8,17,18	507.60	170.53	42.30	375.36	126.45	31.28	172.80	58.93	14.40
2	560.88	188.29	46.74	402.00	135.33	33.50	186.00	63.33	15.50
3	516.24	173.41	43.02	379.68	127.89	31.64	174.72	59.57	14.56
4	523.68	175.89	43.64	383.28	129.09	31.94	176.64	60.21	14.72
5,15	502.56	168.85	41.88	372.96	125.65	31.08	171.36	58.45	14.28
7	508.08	170.69	42.34	375.60	126.53	31.30	172.80	58.93	14.40
9,12	515.28	173.09	42.94	379.20	127.73	31.60	174.48	59.49	14.54
10,13	505.20	169.73	42.10	374.16	126.05	31.18	172.08	58.69	14.34
11	517.68	173.89	43.14	380.40	128.13	31.70	175.20	59.73	14.60
14,98	497.76	167.25	41.48	370.32	124.77	30.86	170.16	58.05	14.18
16	512.64	172.21	42.72	377.76	127.25	31.48	174.00	59.33	14.50

UAN to Increase Dues \$2.50 per month to Build Mobilization Fund

Action by the United American Nurses (UAN) National Labor Assembly (NLA) in March 2006 approved a \$30 a year (\$1.16 per member every two weeks) increase in national UAN dues for all UAN members covered by collective bargaining agreements, which includes WSNA Local Unit members. The dues increase will take effect on January 1, 2007.

The Mobilization Fund will be used to hire a staff of 12 regionally based organizers, with appropriate staff support, and provide member and leadership training and provide greater support to the State affiliates.

The development of the Mobilization Fund has been under discussion by the NLA and special UAN Task Forces since 2003. The 2004 NLA endorsed the concept of a Mobilization Fund and charged the UAN Executive Council with bringing to the subsequent NLAs a recommendation for its funding. The 2005 NLA unanimously approved the concept of expeditiously funding the Mobilization Fund with a target of raising \$8 million and also directed the UAN Executive Council to educate and receive feedback from the State Affiliates and

NLA delegates, and the National Labor Cabinet (NLC).

A Mobilization Fund Advisory Committee comprised of E&GW Chairs and the UAN Secretary-Treasurer was appointed and conferred over the past year, the UAN Executive Council held numerous meetings and conference calls with the National Labor Cabinet and NLA delegates. These meetings resulted in a recommendation that was taken to the 2006 NLA and approved by a nearly unanimous vote of the delegates.

The UAN Executive Council will provide regular reports to the NLC, and annual reports to the NLA, concerning the utilization of the Mobilization Fund and in 2010, the NLA will conduct a comprehensive review of UAN's use of the Mobilization Fund monies, and will have the authority to terminate the increase if it sees fit. **WNA**

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

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.*

NURSE FOOT CARE TRAINING

The 9th Annual Nurse Foot Care Training Program Saturday, Nov. 11th 2006, at the Providence Campus of Swedish Hospital in Seattle. Topics will include routine nail & skin care, diabetic foot conditions & care, common foot problems & treatment, vascular problems, instrumentation & sterilization

See wspma.org for registration form, FAQs, and course outline. You will be emailed a confirmation. It will include directions & a final lecture schedule. **Instruction manual, breakfast & lunch included!**

Susan Scanlan, DPM, Executive Director
Washington State Podiatric Medical Assn (checks to WSPMA)
PO Box 1187
Winthrop, WA 98862
PH. (866) 343-6999
Email: nwpodiatry@aol.com
Web: WSPMA.org
23441 147th Ave. SE, Kent, WA 98042

2006 WSNA-PAC Endorsements

Washington State Nurses Association Political Action Committee (WSNA-PAC) has completed its 2006 Health I.Q. Candidate Evaluation Process. This is a critical election year including all 98 of our state representatives up for election as well as 24 out of the 48 state senate members.

WSNA-PAC is committed to its mission as a non-partisan organization representing the interests of nurses concerned with promoting quality patient care through the political process. The candidates listed have received endorsement from WSNA-PAC or ANA-PAC for 2006. WSNA-PAC prides itself on using its limited resources efficiently and wisely to assist candidates who have demonstrated strong support for WSNA's legislative issues and those who are prominent leaders on health care issues.

ANA-PAC Endorsed Federal Candidates

Maria Cantwell – Senate

WSNA-PAC Endorsed Candidates

1st Legislative District:

Al O'Brien – House, Pos. 1, D
Mark Ericks – House, Pos. 2, D

2nd Legislative District:

Tom Campbell – House, Pos. 2, R

3rd Legislative District:

Alex Wood – House, Pos. 1, D
Timm Ormsby – House, Pos. 2, D

4th Legislative District:

Larry Crouse – House, Pos. 1, R

5th Legislative District:

Chris Marr – Senate

7th Legislative District:

Jack Miller – House, Pos. 1, D

8th Legislative District:

Shirley Hankins – House, Pos. 1, R
Larry Haler – House, Pos. 2, R

11th Legislative District:

Zack Hudgins – House, Pos. 1, D
Bob Hasegawa – House, Pos. 2, D

13th Legislative District:

Janea Holmquist – House, Pos. 1, R

14th Legislative District:

Mary Skinner – House, Pos. 1, R

15th Legislative District:

Tom Villanueva – Senate

16th Legislative District:

Maureen Walsh – House, Pos. 1, R
Bill Grant – House, Pos. 2, D

17th Legislative District:

Jack Burkman – House, Pos. 1, D
Deb Wallace – House, Pos. 2, D

18th Legislative District:

Richard Curtis – House, Pos. 1, R

19th Legislative District:

Dean Takko – House, Pos. 1, D
Brian Blake – House, Pos. 2, D

20th Legislative District:

Gary Alexander – House, Pos. 2, R

21st Legislative District:

Mary Helen Roberts – House, Pos. 1, D
Brian Sullivan – House, Pos. 2, D
Paull Shin – Senate, D

22nd Legislative District:

Brendan Williams – House, Pos. 1, D
Sam Hunt – House, Pos. 2, D

23rd Legislative District:

Sherry Appleton, House, Pos. 1, D
Christine Rolfes – House, Pos. 2, D

24th Legislative District:

Kevin VandeWege – House, Pos. 1, D
Lynn Kessler – House, Pos. 2, D

26th Legislative District:

Pat Lantz – House, Pos. 1, D
Larry Seaquist – House, Pos. 2, D
Derek Kilmer – Senate, D

27th Legislative District:

Dennis Flannigan – House, Pos. 1, D
Jeannie Darneille – House, Pos. 2, D

28th Legislative District:

Troy Kelley – House, Pos. 1, D

29th Legislative District:

Steve Conray – House, Pos. 1, D
Steve Kirby – House, Pos. 2, D
Rosa Franklin – Senate, D

30th Legislative District:

Mark Miloscia – House, Pos. 1, D
Tracey Eide – Senate, D

31st Legislative District:

Karen Willard – House, Pos. 1, D

32nd Legislative District:

Maralyn Chase – House, Pos. 1, D
Ruth Kagi – House, Pos. 2, D
Darlene Fairley – Senate, D

33rd Legislative District:

Shay Schual-Berke – House, Pos. 1, D
Dave Upthegrove – House, Pos. 2, D
Karen Keiser – Senate, D

34th Legislative District:

Eileen Cody, RN – House, Pos. 1, D
Joe McDermott – House, Pos. 2, D
Erik Poulsen – Senate, D

35th Legislative District:

Kathy Haigh – House, Pos. 1, D
Bill Eickmeyer – House, Pos. 2, D
Tim Sheldon – Senate, D

36th Legislative District:

Helen Sommers – House, Pos. 1, D
Mary Lou Dickerson – House, Pos. 2, D
Jeanne Kohl-Welles – Senate, D

37th Legislative District:

S. Tomiko-Santos – House, Pos. 1, D
Eric Pettigrew – House, Pos. 2, D
Adam Kline – Senate, D

38th Legislative District:

John McCoy – House, Pos. 1, D
Mike Sells – House, Pos. 2, D
Jean Berkey – Senate, D

40th Legislative District:

Dave Quall – House, Pos. 1, D
Jeff Morris – House, Pos. 2, D

41st Legislative District:

Fred Jarrett – House, Pos. 1, R
Judy Clibborn – House, Pos. 2, D

42nd Legislative District:

Kelli Linville – House, Pos. 2, D

43rd Legislative District:

Frank Chopp – House, Pos. 2, D
Jamie Pedersen – House, Pos. 1, D
Ed Murray – Senate

44th Legislative District:

Hans Dunshee – House, Pos. 1, D
John Lovick – House, Pos. 2, D
Steve Hobbs – Senate, D

45th Legislative District:

Larry Springer – House, Pos. 2, D
Eric Oemig – Senate, D

46th Legislative District:

Jim McIntire – House, Pos. 1, D
Phyllis Kenney – House, Pos. 2, D
Ken Jacobsen – Senate, D

47th Legislative District:

Geoff Simpson – House, Pos. 1, D
Patrick Sullivan – House, Pos. 2, D
Claudia Kauffman – Senate

48th Legislative District:

Ross Hunter – House, Pos. 1, D
Luke Esser – Senate, R

49th Legislative District:

Bill Fromhold – House, Pos. 1, D
Jim Moeller – House, Pos. 2, D **W**



WSNA Nurse Legislative Day

2007

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 2007 Legislative Session.
- Obtain the skills needed to become a citizen lobbyist. Learn how to communicate effectively with your elected officials
- Meet with hundreds of nurses and nursing students throughout Washington State
- Visit with your state representatives and let them know which issues are important to you
- Unite with other nurses and educated lawmakers on nursing and the health care issues

Monday, February 5, 2007

✂ Detach here

Nurse Legislative Day 2007 - Monday, February 5, 2007

Presented by Washington State Nurses Association

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

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

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: _____

Continuing Education Calendar

Note: WSNA's CEARP (Continuing Education Approval & Recognition Program) is accredited as an approver by the American Nurses Credentialing Center's (ANCC) Commission on Accreditation until August 31, 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.

November 2006

Practical Management of Cardiovascular Disease; St. Joseph Hospital, Bellingham, WA; November 3, 2006; Fee: \$75/\$125; Contact Hours: 8.1; Contact: Susan Beller (360) 715-4104 or e-mail sbeller@peacehealth.org

Update in Medical Surgical Nursing 2006; University of Washington Medical Center; Shoreline Conference Center; Seattle, WA; November 6-7; Contact Hours: 16.5; Contact: C

Immediate Response: Essential Skills for Urgent Clinical Situations; University of Washington Medical Center; Shoreline Conference Center, Seattle, WA; November 13; Fee: \$215/\$195; Contact Hours: 8; Contact: C

Wound Management Update 2006: Getting to the Roots of Chronic Wounds; University of Washington Medical Center; Shoreline Conference Center; Seattle, WA; November 15-16; Contact Hours: 7.0-14.0; Contact: C

January 2007

Introduction to Perioperative Nursing; Pacific Lutheran University; Tacoma, WA; January 8 - February 2, 2007; Contact: A

Healthy & Unhealthy Boundaries in the Healthcare Workplace; Pacific Lutheran University; Tacoma, WA; January 24; Fee: \$94; Contact Hours: 6.5; Contact: A

Pharmacotherapeutics for ARNPs; Pacific Lutheran University; Tacoma, WA; January 26; Fee: \$119; Contact Hours: 7.5; Contact: A

February 2007

3rd Annual PLU Nursing Education Conference: Using PDA's in Nursing Education; Pacific Lutheran University; Tacoma, WA; February 5; Fee: \$94; Contact Hours: 6.5; Contact: A

Pediatric Assessment; Pacific Lutheran University; Tacoma, WA; February 21 & March 2; Fee: \$209; Contact Hours: 15.0; Contact: A

March 2007

Geriatric Assessment; Pacific Lutheran University; Tacoma, WA; March 16; Fee: \$99; Contact Hours: 30.0; Contact: A

April 2007

Basic Preparation Course for Parish Nurses; Pacific Lutheran University; Tacoma, WA; April 24, 25, 26 & May 22, 23; Fee: \$445; Contact Hours: 30.0; Contact: A

Wound Care: Management of Peripheral Vascular Disease and Pressure Ulcers; Pacific Lutheran University; Tacoma, WA; April 27; Fee: \$64; Contact Hours: 4.0; Contact: A

May 2007

Evidence Based Nursing; Pacific Lutheran University; Tacoma, WA; May 24; Fee: \$94; Contact Hours: 6.5; Contact: A

June 2007

Introduction to School Nursing; Pacific Lutheran University; Tacoma, WA; July 10 - 13; Fee: \$445; Contact Hours: 30.0; 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; 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; Contact Hours: 14.0; Contact C

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

Clinical Pharmacology Series; Contact Hours: 8.0; Contact: C

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

Deciding for Others: Ethical Challenges in the Care of Patients with Altered Decision-Making Capacity; Contact Hours: 7.4; Contact C

Devices and Systolic Dysfunction: What's New? Contact Hours: 1.0; Fee: Free/Non-Member \$10; Contact G

Domestic Violence; Contact Hours: 5.0; Contact: C

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

Forensic Nursing; Contact Hours: 15.0; Contact C

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

HIV/AIDS Education; Contact Hours: 7.0; Contact C

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

Managing Obesity & Type 2 Diabetes; Contact Hours: 8.2; Contact C

Management of Persistent Pain; Contact Hours: 1.8; Fee: No Fee; Contact: FnP Associates

Medical/Surgical Nursing Update; Contact Hours: 14.6; Contact C

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

Patient Needs vs. Limited Resources; Contact Hours: 7.4; Contact C

Patient-Focused Ethics: Thinking Outside the Box; Contact Hours: 6.0; Contact C

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

The Complex World of

Diabetes: Contact Hours: 8.8; Contact C

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

Wound & Ostomy Care

Update 2006; Contact Hours: 15.0; 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

Contacts

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
206-543-1047
206-543-6953 FAX
cne@u.washington.edu
www.uwcne.org

D. Intercollegiate College of Nursing

Washington State University
College of Nursing
Professional Development
2917 W. Fort George
Wright Drive
Spokane, WA 99224
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 Department
Barb Van Cislö, CNE Coordinator
Education Resources, G2-ED
1100 9th Avenue
Seattle, WA 98111
(206) 341-0122
(206) 625-7279 fax
Barbara.vancislö@vmc.org
www.MyPlaceforCNE.com

G. American Association of Heart Failure Nurses (AAHFN)

Heather Lush
731 S. Hwy 101, Suite 16
Solano Beach, CA 92075
(858) 345-1138
HLush@aahfn.org

New Members

District 01

Whatcom County

BROWN, STEPHANIE
DEBACKER, ELLEN
FAULKNER, GUADALUPE
GRAHAM, KELLY
HAWKINS, CRYSTALINE
HOLTZ, JOHN
JOHNSON, AMY
KOHR, SHERRI
LA BRIE, KARIN
LANDSEN, MARC
LEGGETT, LOLITTA
LUND, ANN
MEENK, TRACI
OWENS, BELINDA
PARRY-MINER, LINDA
PLOWMAN, TRENE
PUREWAL, SUNDEEP
RIVERA, ADRIENE
SANDHU, MANPREET
SMITH, ELAINE
STACKHOUSE, LYNN
STERMER, BECKY
SUTHERLAND, ERIC
WALTERS, KATHLEEN

District 02

King County

ACEVEDO, VALERIO
ALEKSANYAN, VADIM
ANDERSON, DIANE
AYERS, CHRISTINE
BAGLIEN, MARK
BARBER, JOAN
BATH, LAURA
BAUMAN, DALE
BENDER, BRIDGET
BERGELEEN, ANNE-MARIE
BOHLKE, REBECCA
BOTE, MARIE ANGELICA
BROWN, AMANDA
BUCKLEY, JANET
BUFORD, WILLIAM
BUSHNELL, ALLISON
BUSWELL, STEPHANIE
BYE, LAURA
CABRERA, AIMEE
CAIN, MELISSA
CARCILLER, CARLA IRENE
CARLSTROM, SARAH
CASEY, ELISSA
CHARBONNEAU, DEBORAH

CHEATHAM, CORINNE
CHESNEY, MARY
CRANDALL, LINDA
CRUMLY, LAURA
DACEY, VIRGINIA
DANKANICS, LAURA
DELORIER, FRANK
DOMINGO, JEREMIAS
EDWARDS, MEGAN
ENG, BRENDA
FLORA-ROBERTO, VIDA
MONICA
FOWLER, JUSTIN
GATES, THOMAS
GLOVER, PATRICIA
GRACZYK, LINDA
HAMILTON, AVONELLE
HARRELL, MONICA
HARVEY, JANET
HEISTER, TIANA
HENDRICKS, JAMIE
HENDSBEE, KATHERINE
HESS, CHRISTINE
HESS, LISA
HOLMES, ROBIN
HORTER, SARAH
HSU, CHIH-HUEI

IMAMOVIC, SALIH
JOHNSON, MICHELLE
JONES, TAIMAY
KANGAS, BRITTANY
KARI, JULIE
KELLY, EMILY
KJERULF, JULIE
KNIGHT, LORETTA
LAI, SIN
LAJOLA, EDWIN
LANDIS, TULLAMORA
LASSITER, NICOLE
LAZOS, HEATHER
LENOIR, RUTH
LOMMEL, JAMI
LOUGHLIN, BREELLEN
LOUSBERG, STACIE
LYSAGHT, ERIN
LYSTER, HEATHER
MAREMA, RICHARD
MARTINEZ, NADINE
MCLAUGHLIN, LINDSAY
MCMAHON, MICHAEL
MCRAE, SHARON
MEIER, ELLEN
MENAGH, MARY BETH
MILLER, APRIL

MITCHELL, JACKIE
MIZELL, CINDY
MOON, HILLARY
MORALES, KERRI
MUGELE, ALEXIS
NELSON, SONIA
NOTEBOOM, JESSICA
PARKER, LISA
PEALE, PATIENCE
POPERNIK, KAREN
QUEDADO, ANN LORRAINE
RAMIREZ, MARLOWE
REIGEL, AMY
RICHARDSON, RALPHENE
ROBERTS, EMILY
ROBESON, LORIE
ROSAS, JESI
RUMINSKI, MARIA-VICTORIA
RUSSELL, JESSE
SCROGGINS, LIEZEL
SHANNON, GRETCHEN
SIMONS, RACHAEL
SINGLETON, KIM
SPANGLER, KRISTEN
STEPHENS, SANDY
STORRS, JANE
STOY, ERIN
STRONG, REBEKAH
SUDDUTH, REBECCA
SUNDBLAD, LINDSEY
SUTTLE, REBEKAH
TARR, COURTNEY
THURMAIER, ANNA
TRUONG, KIM
TU, DAPHNE
TUSKI, DIANE
VAN HORN, ALAINA
VAN-VELTHUYZEN, VIRGINIA
VANCE, LINDSAY
VEILLEUX, AVRA
WEIDENAAR, GRACE
WHITTAKER, BETH
WOODRUFF, KATHLEEN
ZOANNI, TARA

District 03

Pierce County

ABRAHAM, SIOBHAN
ANDERSON, CHERYL
AREND, SANDY
BAILEY, LAURA
BROOKS, JENNY
BROWN, CURTIS
BROYLES, REBECCA
CALHOUN, KIMBERLY
CARVER, KEJA
CELESTRA, MARIEBEL
COLE, LISA
COLLINS, CRYSTAL
CRACIUN, SYLVIA
CROOKSHANK, ANGELA
DE DIOS, PAULEEN
DEN, GRACE
DROUBAY, TAMMY
EATON, DEBORAH
EICHELBERGER, SCOTT
ERICKSON, MELINDA
ESCHNER, SANDRA
FELDER, JOYLOVE
FREDRICKSON, KAREN
FURGISON, WINONA
GALLAGHER, JENNI
GARDNER, SCOTT
GARRISON, KRISTEN
GHORMLEY, CINDY
GILBERT, YAVONNE
GRAYUM, LAURA
GREER, JULIE
HANSON, VELVA
HANSON, WENDY
HARDEN, AMANDA

HEINZ, BRIANA
HEMMINGER, PAULA
HEUER-BLODGETT, ANNA
JENKINS, MEGAN
JOHNSON, MAITHILI
JORDAN, DAVID
KENDALL, ALTA
KENTFIELD, KARI
KHANNA, ROOHI
KILGA, CORISSA
KILMER, PATRICIA
KIRCHMEIER, MADELENE
KLIEN, CONSTANCE
KUHNAU, KATHLEEN
KURZ, JANET
LALLA, JODI
LAPHAM, JONATHON
LARSON, SARAH
LEE, KYOUNGMI
LEWIS, JENNA
MANINGDING, IMELDA
MARTINEZ, TANA
MCPHERSON, SHANNON
MENDOZA, ELVIE VICTORIA
MILLER, RICHARD
MILLETT, DOROTHY
MILLS, AARON
MILLS, KIRA
MOFFITT, JACK
MONNETT, NICHOLE
MURRAY, CHRISTINA
MYERS, OAKLEY
O'NEILL, CRYSTAL
OLSEN, KIMBERLY
OLSON, JULIANNA
OWENS, WODETTA
PAINTER, COURTNEY
PARKER, BETH
PEARSON, CATHERINE
PERKINS, JAMIE
POE, SHANNAN
POST, SARAH
REINA, ALYSIA
RICE, CHRISTINA
RISELVATO, SUNNY
RITTER, AMANDA
ROE, LAUREN
ROHLENA, JESSICA
ROUNDY, MARY
SANDERS, MEGHAN
SCHREIBER, AMY
SCHREIBER, DONNA
SCHROEDER, CORINNE
SEXTON, CHRISTINA
SIMPSON, LESLIE
SWIAK, VIVIAN
THOMAS-ADAMS, KELLEY
THORNTON, JENNIFER
VASIL, NATHAN
VERGARA, ROBIN
WALKER, KELLEY
WARREN-GREGORY, CELESTE
WHEELER, JODY
WILLIAMS, KARINA
WITHERSPOON, CHRISTINA

District 04

Spokane / Adams / Lincoln / Pend Oreille

ANDERSON, MISTY
ATHOS, CHERYL
AUSMAN, DENEE
BAKER, CHELSEA
BAKER, SHAWN
BELL, FOREST
BENNETT, KRISTINE
BOZARTH, PATRICIA
BRADSHAW, MICHELLE
CARPENTER, RODNEY
COLEY SAMEK, SUSAN
CRAIG, ERICA

CREIGLOW, DANIELLE
DAVENPORT, JULIE
DECKER, SARAH
DIRKERS, JANE
DOBSON, KELLY
DURGAN, SHERYL
ERDMAN, DACE
FALK, MARLENA
FORD, KATHY
FOX, KARLA
FRY, SUSAN
GARZA, KENNETH
GORIS-CLASON, ERIN
HALVERSON, LAURIE
HART, LINDSAY
HAVERCROFT, BETH
HAZZARD, SCARLET
HELBERG, BRIANNA
HENRY, DONNA
HERBES, JESSICA
HOLBEN, BROOKE
HOLLIDAY, KELLI
HOPKINS, HEATHER
HOPKINS, STEPHEN
HORECNY, JENNIFER
HUGHES, DONNA
HUSKINSON, MICHELLE
JACKMAN, SUSAN
JACKSON, LEAH
JOHNSON, REBECCA
JOHNSTONE, CRYSTAL
JORDAN, JENNIFER
KAUNDAL, ALEESHA
KLEINSMITH, NICHOLAS
KNOPES, JONATHON
KRAFT, JILDA
LAWSON, HEATHER
LAZELLE, AMBER
LEDBETTER, MARYANN
LUKASHEV, ANNA
LUNDY, CHRISTOPHER
MABRY, BOBBI
MATCHETT, KIMBERLY
MCCLAIN, TIMOTHY
MCDUGALL, KELLY
MCDRUMMOND, LEAH ANN
MCINTIRE, ALIA
MCKERCHER, TERI
MCNEW, JANE
MERIFIELD, MELISSA
MILLER, COLLEEN
NELSON, JENNIFER
NGUYEN, TAMMY
NORRIS, KELLY
OLMSTEAD, BRADLEY
OSBORN, DIANE
PETERS, CHRISTINA
QUARLES, RACHELLE
RADECKI, BERNIE
RASMUSSEN, JENNIFER
REED, WESLEY
RIGSBY, MARGARITA
ROMANO, REBECCA
ROSATO, ELAINE
RUMSEY, TIFFANY
SAMUELSON, TAUNI
SCHERER, ROBIN
SCOTT, CHERYL
SCRAFFORD, VALERIE
SHAW, RACHEL
SIMPSON, SUSAN
SPENCER, NORA
SPINDT, AMY
SPURGEON, LINDA
STAPLES, SHEENA
STERLING, ANGELA
TAYLOR, JANE
TAYLOR, REBEKAH
TESCH, SHARONNA
THAMES, TANYA
TRILLING, JOANN

TROTS, INNA
TURK, WILLAM
VALENTINE, MEGAN
VESTAL, JASON
WALDBILLIG, PATRICIA
WARD, KIMBERLY
WEIMER, TAMARA
WEYL, KATHLEEN
WRIGHT, ASHLEY
ZEBEDEO, TRACEY

District 06

Yakima City/N. Yakima

ENGLEMAN, KATHLEEN
LAWS, AMY
NARISAWA, CHIKAHO
RIOS, NICOLE
SANBORN, ELLEN

District 07

Chelan/Douglas/Grant

DICKENS, STEPHEN
JIMENEZ, JESSICA
LEHECKA, JEAN
MEYERS, JUDITH
NELNER, JOANNE
RADOSLOVICH, AMY
STRAWN, PATRICIA

District 08

Grays Harbor

CHAPMAN, JEFFREY
EILERS, KARLA
HARLESS, KATHY
PEEK, KRYSTAL
PHILLIPS, TROY
ST ONGE, TERRY
WEIBERG, JAIME

District 09

Snohomish County

ALMGREN, N. ANNE
FLEMING, LAURA
KING, DONNA

District 10

Wakiaum/Cowlitz

BOULTINGHOUSE, AMY
COLE, JEANETTE
DOWLING, LUIS
FISHER, VICTORIA
FOX, REGINA
GIBERSON, SHARI
HARRIS, LISA
HARTSHORN, MICHELLE
HIGGINS, LINDSEY
HOGENSON, SARAH
MCDAID, NISA
MERSEREAU, SEAN
NAUCK, CARRIE
NOLLETTE, ANGELINA
SIGFRIDSON, ELIZABETH
WILLIS, KRISTIN

District 11

Clark/Skamania

BAUTISTA, ALEXANDER
BINDER, SUZANNE
BLAKNEY, CINDY
BRUCE, AUTUMN
CICCHI, NINA
DEKKER, LIDA
EDWARDS, TONYA
ESPITALIER, ERIK
ESPITALIER, KATHLEEN
WATA, REBECCA
JONES, JANENE
KEWITZ, JENNIFER
MCGINNIS, KATHRYN
MCMAHILL, JOAN
MOSLER, KATHERINE

SANZ, PRISCILLA
SARFO, VIDA
SIMMONS, DEBORA
TALMADGE, KATIE
TRAVIS, SARAH
VAN NORMAN, CANDICE

District 12
Clallam / Jefferson
MINISH, JANE

District 14
Whitman County
LANE, LEANNE
WILKINS, CATHERINE

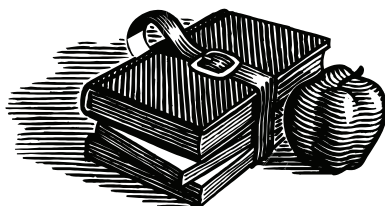
District 15
Benton / Franklin
LANE, LEANNE
WILKINS, CATHERINE

District 16
Skagit / Island / San Juan
ANDERSON, JENNIFER
ANDERSON, SHELLEY
ANKROM, STACIE
CLINEHENS, SABRINA
COBB, ANGIE
COUCH, DEBBIE
DENNING, PAMELA
FERRONI, TIFFANY
GARCIA, CINDY
HARLOW, ANGELA
LENNICK, AMANDA
LETTAU, JOANNA
MELLEMA, KRISTI
MONTGOMERY-THOMAS, HILLARY
OSBORNE, DONNA
OSTLUND, GAIL
PATTON, STEPHANIE
REDFERN, REBECCA
STOKER, JULIE
THOMPSON, CHRISTINE
VINES, MARY
WALLIN, KERRY
WEBB, MONIQUE
WEST, NATHAN

District 17
Kitsap County
BILOTTA, DIANE
MARTIN, CHARYL

District 18
Kittitas County
HOWARD, DEBORAH
PRATER, ROBERTA

Occupational and Environmental Health and Safety Update



CE Courses offered by Dept of Environmental & Occupational Health Sciences, UW School of Public Health & Community Medicine

The UW Dept of Environmental & Occupational Health Sciences CE program consists of the NW

Center for Occupational Health & Safety and the Pacific NW OSHA Education Center. These programs train occupational health and safety professionals throughout the nation and around the globe.

Since 1995, the Pacific NW OSHA Education Center has been the only authorized OSHA training facility in the Pacific NW. A variety of CE courses are available to all disciplines concerned about environmental health and safety. An experienced team of OSHA-authorized instructors presents up-to-date federal and state safety and health regulations.

Upcoming CE programs offered by the NW Center for Occupational Health & Safety include some of the following topics:

- Current solutions to Workplace Noise Hazards;
- Occupational Allergy
- Ergonomic Quality in Facility Design
- Basic Toxicology: How Chemicals Affect your Health.

These courses are designed to help you:

- stay informed of new developments in occupational health and safety;
- reduce workplace hazards;
- understand the standards, rules and regulations under the OSH Act of 1970;
- examine workplace conditions to verify compliance with federal and state regs;

To learn more about delivering customized health and safety training at your workplace, contact their office at ce@u.washington.edu or 800-326-7568. Group discounts and student scholarships are available. Advance registration is required; registrations are accepted in the order received. 

BUSINESS FOR SALE

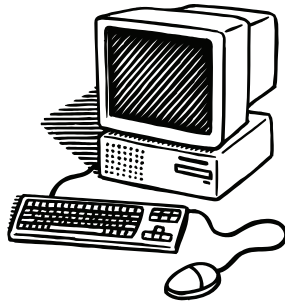
Established, Self-Study LPN Refresher Course business for sale. Course approved by NAPNES, WSNCQAC and approved or accepted in twelve other states. Perfect opportunity for at home work.

Send letter of interest to Patricia L. Truitt;

23441 147th Ave. SE, Kent, WA 98042

ANA Adds Impaired Nurses Resource Center to Website

ANA has added to its website a new page to help impaired nurses. Entitled the Impaired Nurses Resource Center, the page offers assistance not only to those nurses who have chemical dependencies, but also to those who wonder if they might. It provides ethical guidance for the individual, regarding obligations not only to the patient, but also the duty one has to one's self, as well. It offers ethical guidelines, also, for co-workers who suspect a colleague of impaired practice.



Links are provided to ANA's constituent member associations, many of which offer "peer assistance" or "alternative to discipline" programs in conjunction with the state boards of nursing, to which we also offer links. We have also included some of the exemplary programs offered by nursing specialties, with more to be added. Lastly, the new webpage offers dozens of links to resources for impaired nurses, including those organizations specializing in addiction and recovery, emphasizing programs for nurses. The Resource Center may be accessed at <http://www.nursingworld.org/impaired>.

Contact Cynthia Haney, JD, ext. 5131 or cynthia.haney@ana.org

ANA Responds to Challenges to Scope of Practice

In a report, adopted by the AMA at their 2006 annual meeting in June, the AMA Scope of Practice Partnership laid out their plans to implement a wide-range of efforts including legislative, regulatory and judicial advocacy as well as programs of information, research and education to assist states dealing with scope of practice issues this year.

The AMA Scope of Practice Partnership has two top priority research projects planned for this year. The first of these studies will focus on discrediting the access to care arguments made by allied health professionals when seeking to expand their scope of practice, particularly in rural states and underserved areas. The second and more extensive study, would concentrate on completing the examination of educational/training/licensure/ethical standards/disciplinary processes/peer review and comparisons of specific allied health professionals and the medical profession.

If successfully implemented, these strategies by organized medicine will make it significantly more difficult to successfully extend or expand scope of practice for those licensed health professionals who are not physicians.

Contact: Sheila Abood, Ext. 5093, or sheila.abood@ana.org

Coalition for Patient's Rights Counters AMA Activities

The Coalition for Patient's Rights challenges the AMA Scope of Practice Partnership members to stop their divisive tactics and join efforts to find real solutions to improve access to a wide variety of health care professionals who deliver affordable, effective healthcare to patients.

The Coalition for Patient's Rights is continuing to expand and invites other health care organizations to join. For more information about the Coalition for Patient's Rights, please visit www.patientsrightscoalition.org.

Contact: Sheila Abood, Ext. 5093, or sheila.abood@ana.org

ANA Committee Completes 'Scope and Standards' Publication Scheduled for this Fall

The workgroup convened by ANA to review and revise the Scope and Standards of Public Health Nursing has completed its work and submitted the draft Public Health Nursing: Scope and Standards of Practice to the Committee on Nursing Practice Standards and Guidelines, a committee of the Congress on Nursing Practice and Economics, for the first level of the ANA review process. Joy F. Reed, EdD, RN, (North Carolina) chaired this workgroup of 13 community health and public health nurses over the past two years. After the Congress on Nursing Practice and Economics completes its review, the ANA's publishing department, nursesbooks.org, will complete the necessary preparation for publication in late fall.

The draft Public Health Nursing: Scope and Standards of Practice were posted for a 6-week public comment period from August to mid October 2005 at www.NursingWorld.org/practice.

Contact: Carol J. Bickford, Ext. 5060, or carol.bickford@ana.org

District News

First CE in New American Nurse Today Journal

"Managing Hospitalized Patients with Heart Failure" is the first CE article in the first issue of ANA's new journal, American Nurse Today. This new independent study has what you need to know about the new practice guidelines for evaluation, care, and treatment of heart failure patients in the hospital. Go to:

<http://nursingworld.org/ce/journal/>

Objectives:

1. State the role of neurohormonal activation in heart failure (HF).
2. Identify tests used to evaluate patients with (HF).
3. Describe nursing care of the patient hospitalized with HF.
4. Summarize the rationale for drug therapy used to manage patients with HF. 

District 2 King County Nurses Association (KCNA)

KCNA Sponsors Two Nurses Walks for Healthiest State in the Nation Campaign.

Did you know Washington is ranked number 14 in state health rankings? Help make KCNA and the Washington Health Foundation make Washington the healthiest state in the nation. Join us on a 2.8-mile walk around Green Lake, then register your miles (and other physical activity) in the Healthiest State in the Nation Campaign.

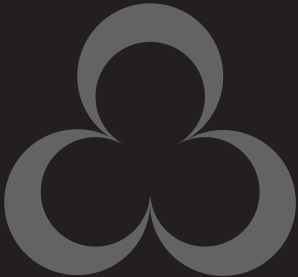
As Jennifer Graves, KCNA President, says, "We want to encourage members to 'walk the talk' and engage in the healthy behaviors we so often recommend to our patients." We'll have water and healthy snacks. Bring your spouses, children, friends or dogs. See you there! The walks will be held on Saturdays, November 4 & November 11, beginning at 8:30 a.m. Where: Look for the KCNA table at the south end of Green Lake near the boathouse. Plenty of parking in nearby lots. Cost: FREE! RSVP: KCNA, (206) 545-0603 or rose@kcnurses.org

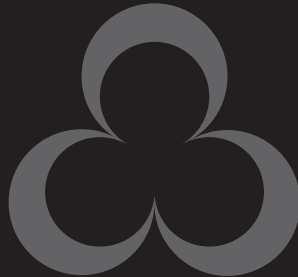
Nurses interested in legal consulting are invited to "Come Meet Local Attorneys"

Nurses interested in legal consulting are invited to attend a "meet and greet" reception at the Washington State Trial Lawyers seminar. The reception is November 8, 4 – 5:30 p.m. at the Washington State Convention Center. It will feature hors d'oeuvres and sodas, with a cash bar available for wine and beer. Feel free to bring business cards and other marketing information. To attend, call KCNA, 206/545-0603 or e-mail sue@kcnurses.org.

KCNA Position Paper: Methamphetamines

The KCNA Governmental Affairs Committee has published a position paper on Methamphetamines in King County. The Board of Directors approved the paper in April 2006. To request a copy of the paper, or learn more about KCNA committees, please phone 206-545-0603 or e-mail kcnurses@kcnurses.org 





**WSNA Nurse
Legislative Day**
Feb 5, 2007

Washington State Nurses Association
CONVENTION
May 3 - 4, 2007

Nursing and Other News Briefs

Wanted: Staff Nurses for the PNHCC

The Professional Nursing and Health Care Council (PNHCC) is encouraging staff nurses to consider running for a position on the Council in the next election. We need to hear about the issues impacting practice from staff nurses at the point of care. The PNHCC integrates all areas of nursing practice in its work, but especially would like to have more involvement from staff nurses. There are eleven members on the Council -seven are elected and four appointed. Five of the seven elected positions are designated research, education, practice, administration, and ethics and human rights. You do not need to be an expert in the practice area to run, but you should be motivated and willing to learn and contribute. If you are interested in one of these areas of nursing practice on the PNHCC, I hope you will consider running for one of these designated positions.

UWMC Recertified as Magnet Facility

The University of Washington Medical Center (UWMC) has been recertified as a "Magnet Nursing Services Organization" by the American Nurses Credentialing Center (ANCC) for its excellence in nursing practice and patient care. UWMC is the only facility in Washington to receive this honor. There are only 209 Magnet facilities worldwide.

The Magnet award is the highest level of recognition for hospital nursing awarded by the ANCC. UW Medical Center was the first hospital in the nation to achieve magnet status in 1994. This is the hospital's fourth certification, following submission of key data and a two-day site appraisal visit by a survey team in June.

The Magnet Recognition Program for Excellence in Nursing Services was developed by the American Nurses Credentialing Center in 1994 to recognize health care organizations that provide the very best in nursing care and uphold the tradition within nursing that supports professional nursing practice

The Magnet Nursing Services Recognition Program is based on quality indicators and standards of nursing practice as defined in the American Nurses Association. Both qualitative and quantitative factors of nursing services are measured. Selection criteria include such areas as nursing philosophy and structure, expertise and role of nursing administration, fiscal resource management, use of the nursing process, organizational environment that supports professional practice, quality assurance programs, ethics, use of nursing research and recognition of a diverse client population.

During its site visit in June, the appraisal team complimented the entire UWMC nursing staff for the excellence it brings to nursing practice. They cited the support found for nursing throughout the medical center, including administration, board members, the medical staff and colleagues in other departments.

Nurse Foot Care Training Program 2006

The Washington State Podiatric Medical Association (WSPMA) is sponsoring a Nurse Foot Care Training Program 2006 on Saturday Nov. 11, 2006 from 8:00AM to 5:00PM at the Auditorium at Swedish Hospital, Providence Campus in Seattle, Washington. The cost is \$150. For more information, contact Susan Scanlan, DPM, at (866)343-6999 or go to: http://wspma.org/wspma/nurse_reg_2006.pdf

Environmental Health Writer's Retreat for Nurses

Are you a nurse interested in environmental health? Do you wish there was more environmental health information for nurses? Have you always wanted to write an article about an environmental health issue you were concerned about?

The Environmental Health Education Center at the University of Maryland School of Nursing is pleased to announce the first of two "writer's retreats" for nurses. It will be held November 30

- December 3, 2006 in Baltimore, MD. This retreat will provide nurses with an interest in writing an article on an environmental health issue the support you need to get an article published.

All nurses are encouraged to apply. Applications are due October 27, 2006 and those nurses selected for the first retreat will be notified by November 2. If you have any questions please contact Katie Huffling at 410-706-2351 or khuff002@son.umaryland.edu.

2006 Critical Care Symposium

Sponsored by the Greater Portland Chapter of the American Association of Critical Care Nurses & Oregon Society of Critical Care Medicine, this event will be held November 16-17, 2006 at the Airport Holiday Inn in Portland, Oregon. Attendees will hear from national and local experts throughout the two-day conference. Featured speakers include Dr. David Jacoby; Debra Brinker RN; Dr. Mitch Levi; Suzanne Burns RN; Dr. Darin Friess.

For registration information or wish to submit a poster abstract, please contact Donna Hunter Secretary at gpcsupport@comcast.net. We look forward to seeing you at this outstanding event.

Planning Efforts Underway for Washington State Public Health Nursing Section

A planning team is currently exploring the formation of a Public Health Nursing (PHN) Section of the Washington State Public Health Association (WSPHA). The proposed purpose for the WA State PHN Affiliate is to "provide a forum for developing leadership and capacity among PHNs in WA that supports healthy, responsive systems to ensure strong communities, a competent workforce, and effective public health systems."

You are invited to become involved and participate in this exciting role for Public Health Nursing in Washington. If you are interested in learning more about this planning efforts or wish to get on our mailing list, Please email: David Reyes, MN, MPH, RN, Public Health -Seattle & King County at david.reyes@metrokc.gov 



Call to the 2007 Biennial WSNA Convention: May 2-4, 2007

Convention Theme to Focus on Improving the Work Environment for Patient and Nurse Safety

Make your plans now to attend the WSNA Biennial Convention on May 3-4, 2007. This action-packed two and a half day event will be held at Tacoma Sheraton Hotel and Convention Center preceded by an "Early-Bird" arrival Wine and Cheese Networking Reception on the evening of May 2nd.

Don't miss out on this important opportunity to join your nurse colleagues from all across the state. Learn about the important issues facing nurses today and what's being done to address them. Enter into the dialog and help shape the direction of WSNA's priorities for the coming biennium.

Something for Everyone!

The convention/summit will feature many nationally recognized speakers and presenters. The General Assembly business meeting of WSNA will be held along with poster sessions, exhibits, CE sessions, the WSNA awards reception and many fun-filled events, good food, and lots of opportunity for net-working and renewing and making new friendships!

Keynotes/Plenaries and CE Sessions Under consideration include:

- Working Hours of Hospital Staff Nurses and Their Effect on Patient Safety
- Safe Patient Handling and Other Workplace Safety Issues
- Environmental Safety in the Workplace
- Staffing and Scheduling for Better Patient Care and Nurse Satisfaction:
- Preventing Medical Errors -
- Assuring Continued Competency and or Can We?
- The Nurse as a Healer
- Evidenced Based Practice and Staffing: How are they Linked?
- A panel session on Improving the Workplace for Nurses and Patients

Register early and become eligible for a very special door prize! Convention Registration forms will be available by calling Deb Weston at WSNA at 206-575-7979 ext 3003 or online at www.wsna.org after November 1, 2006.

For information on Exhibiting or Submitting a Poster Session, please contact Deb Weston at WSNA at 206-575-7979 ext 3003

Also, don't miss the **WSNF SILENT AUCTION, Thursday, May 3, 2007** on the first day of the WSNA Convention.



Auction items are beginning to roll in and details will be posted on the WSNA website. (www.wsna.org) in early March. To make a donation to the WSNF auction, call WSNA 206-575-7979 ext 3024.

Seeking Nominations for WSNA Elected Offices

WSNA is seeking nominations for elected offices. Elections will occur by mail ballot following the WSNA Convention. Each candidate for WSNA office must complete a Consent to Serve form and a written statement on his or her stand on WSNA programs. All WSNA members in good standing are eligible for office, however, candidates for the Cabinet on Economic and General Welfare (CEGW) and the Economic and General Welfare Nominating/Search Committee, shall be represented for collective bargaining by WSNA, and meet the definition of staff nurse. Candidates for delegates to the 2008 and 2009 ANA United American Nurses (UAN) National Labor Assembly must be members of a bargaining unit represented by WSNA throughout the term of office as a UAN delegate. Deadline for receipt of nominations at WSNA Headquarters is **November 3, 2006**.

Although members may declare their own candidacy by submitting a consent to serve form to the WSNA Secretary no later than sixty (60) days prior to the first meeting of the General Assembly (by March 3, 2007) or by being nominated from the floor at the General Assembly (May 3, 2007), this will be too late for printing in the Winter Issue of the Washington Nurse. The names of all candidates, regardless of method of nomination, will appear on the mailed election ballot and write-in candidates are allowed. Mail completed Consent to Serve forms to: **Washington State Nurses Association, 575 Andover Park West Suite 101, Seattle, WA 98188. For additional forms, call 206/575-7979.**

For more information, or to request additional Consent to Serve forms, contact Barbara Bergeron at WSNA, telephone 206-575-7979, ext. 3024, or e-mail bbergeron@wsna.org, or go to www.wsna.org. The following offices are open to candidates and unless otherwise indicated, all offices are two year terms.

Board of Directors (11 members):

(1) President

(1) Vice President

(1) Secretary/Treasurer

(3) Directors At-Large

(2) Directors At-Large Staff Nurse

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

WSNA Nominations Committee (3 members - candidate receiving highest number of votes is the Chair)

Cabinet on Economic and General Welfare (10 members)

(1) Chair

(9) Members

Cabinet on Economic and General Welfare Nominating Committee (3 members - candidate receiving highest number of votes is Chair)

Legislative and Health Policy Council (4 to be elected)

(1) Chair

(3) Members

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

(1) Chair

(6) Members

Delegates and alternates to 2008-2009 ANA House of Delegates meetings

Delegates and alternates to 2008-2009 ANA UAN National Labor Assembly meetings

Call for Proposed Amendments to WSNA Bylaws

Deadline for receipt of proposed amendments to the WSNA Bylaws at WSNA Headquarters is **November 3, 2006**. Following receipt of proposed amendments, the WSNA Bylaws Committee will meet to review proposed amendments. The committee's recommendations will be submitted to the WSNA Board of Directors for Approval. The Board-approved changes will be printed in the Winter 2006 issue of The Washington Nurse, and be submitted to the 2007 WSNA General Assembly for consideration at the WSNA Convention to be held May 3-4, 2007 at the Tacoma Sheraton. The proposed bylaws amendments will be presented and debated at

the General Assembly meeting and sent to the membership for adoption by mailed ballot.

Call for Proposed Non-Emergency Resolutions

Deadline for receipt of proposed non-emergency resolutions at WSNA Headquarters is **November 3, 2006**. The WSNA Resolutions Committee will meet following the deadline to consider any proposed non-emergency resolutions that may go before the WSNA General Assembly, May 3-4, 2007. Any individual member or constituent group of WSNA may submit proposed resolutions. The resolutions form must be completed, including the cost impact. To receive a copy of the procedural guidelines and/or resolutions form, call WSNA at 206-575-7979.

2007 WSNA Awards: Call for Nominees

The WSNA Awards Committee and the Professional Nursing and Health Care Council are seeking outstanding WSNA members as nominees for the 2007 WSNA recognition awards. **Nominations must be received at WSNA no later than January 17, 2007.** The awardees will be notified in March 2007. The awards, given only every two years, will be presented at a special awards reception at the 2007 WSNA Convention to be held May 2-3, 2007 at the Tacoma Sheraton.

For a list of the awards and the award criteria, please see the Summer issue of the Washington Nurse, or contact Barbara Bergeron at 206-575-7979, ext. 3024. [WN](#)



Washington State Nurses Association
575 Andover Park West Suite 101
Seattle, WA 98188
206/575-7979, fax: 206/575-1908

FOR OFFICE USE ONLY

CONSENT TO SERVE FORM

WSNA Elected Offices and Cabinet, Councils and Committee Appointments

PLEASE COMPLETE PAGES 1 AND 2. IN ADDITION, IF YOU ARE SEEKING A CABINET, COUNCIL, OR COMMITTEE APPOINTMENT, COMPLETE PAGE 3. IF YOU ARE SEEKING AN ELECTED OFFICE, COMPLETE PAGE 4.

Please type or neatly print, and return the completed form to WSNA, 575 Andover Park West, Suite 101, Seattle WA 98188. If possible, please enclose an identified head and shoulders photograph if you do not have one currently on file at the office.

MEMBER INFORMATION

I consent to be a nominee for position(s) specified on pages two and/or three of this form. _____ (initial)

Name: _____ Current Member of District # _____

Street Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: ____/____-_____, Work Telephone: ____/____-_____, Birth Date (optional): _____

E-mail Address: _____, Facsimile: ____/____-_____

(Note: Proficiency with use of e-mail, MS Word and PDF software, while not a requirement to run or hold WSNA office, is highly recommended since the Board, Cabinet, Councils and Committees do communicate regularly and conduct some business electronically.)

To assist with legislative activities, please indicate your: Legislative District # _____ Congressional District # _____

NURSING PREPARATION

Please state your highest nursing degree and non-nursing education.

☐ Diploma School: _____

☐ Associate Degree School: _____

☐ Baccalaureate School: _____

☐ Masters School: _____

☐ Doctorate School: _____

☐ Non-Nursing Education School: _____

PROFESSIONAL EXPERIENCE

Present Position: _____

Employer: _____ Dates: _____

If not presently employed in nursing, please list your present occupation: _____

Employer: _____ Dates: _____

WSNA INVOLVEMENT

I have been a WSNA member since _____.

Present Offices

WSNA Office: _____ Term: _____

Local Unit Office: _____ Term: _____

District Office: _____ Term: _____

National Office: _____ Term: _____

Previous Offices

WSNA Office: _____ Term: _____

Local Unit Office: _____ Term: _____

District Office: _____ Term: _____

National Office: _____ Term: _____

PERSONAL INFORMATION

Honors and Awards: _____

Professional Memberships: _____

Professional Interests: _____

Community Involvement: _____

Personal Interests: _____

Family Members Names and Ages (optional): _____

Quote on Nursing (optional): _____

COUNCIL, COMMITTEE, FOUNDATION, PAC APPOINTMENTS

- ☐ **BYLAWS/RESOLUTIONS** (approximately two one-day meetings/biennially, one one-day meeting prior to convention, and as needed at convention): Responsible for developing proposed changes in WSNA Bylaws including amendments and/or revisions; edits and prepares resolutions for presentation to the General Assembly.
- ☐ **FINANCE** (three one-day meetings/year): Prepares and monitors the annual WSNA Budget for Board approval. Recommends changes in finance policies and dues structure.
- ☐ **NOMINATIONS/SEARCH** (two to three one-day meetings/year): Prepares the ticket for election of WSNA Officers, Directors, Councils and Delegates to ANA Convention/House of Delegates; and prepares a list of candidates for appointment to WSNA councils and committees.
- ☐ **PROFESSIONAL NURSING AND HEALTH CARE COUNCIL** (three one-day meetings/year): The council shall fulfill the responsibilities as defined by the Board of Directors which are reviewed biennially and approved by the Board of Directors. Task Forces will be appointed by the council subject to approval and funding by the Board of Directors, and will meet to accomplish projects and then are disbanded.
- ☐ **LEGISLATIVE AND HEALTH POLICY COUNCIL** (three one-day meetings/year): The Council's responsibilities are defined by the Board of Directors and reviewed biennially.
- ☐ **CONVENTION PLANNING** (two to three one-day meetings biennially): Plans biennial WSNA Convention and recommends theme, speakers, and format to the WSNA Board of Directors for action.
- ☐ **OCCUPATIONAL AND ENVIRONMENTAL HEALTH AND SAFETY COMMITTEE** (one to two one-day meetings/year and electronically as needed): Identify workplace and environmental health and safety concerns of the nursing profession and develop strategies to effectively address them. Six members appointed by the WSNA Board of Directors; one member each from WSNA Board of Directors, Cabinet on Economic and General Welfare, Legislative and Health Policy and Professional Nursing and Health Care Councils, and two at-large members.
- ☐ **CONTINUING EDUCATION APPROVAL AND RECOGNITION PROGRAM (CEARP) COMMITTEE** (two one-day meetings/year): Conducts and evaluates CEARP consistent with American Nurses Credentialing Center-Commission on Accreditation (ANCC-COA) Standards. Reports to the Professional Nursing and Health Care Council.
- ☐ **WSNA PAC BOARD OF TRUSTEES** (one to four meetings/year): Plans and implements endorsements, fundraising, candidate support activities and political education. Members of this board represent the nine congressional districts and one member-at-large.
- ☐ **WASHINGTON STATE NURSING FOUNDATION BOARD OF TRUSTEES** (four to eight meetings/year): Supports recruitment of individuals into nursing; assists in fund development and donor cultivation/funds seminars and workshops for nurses and the public; provides means for publication of books and other printed or audiovisual materials; encourages participation of the public in workshops or other programs on health issues. Board of Trustees consists of not less than five or more than nine, a majority of whom shall be members of the WSNA Board of Directors. Trustees shall be elected by the active members of the Foundation at the annual meeting.
- ☐ **FINANCIAL AID** (mostly conference calls): Reviews/acts upon requests for financial assistance within guidelines established by the WSNF Board of Trustees.

ELECTED OFFICES

I consent to have my name considered for nomination to the following elected WSNA Offices and/or as a Delegate to ANA Convention.

- ☐ **PRESIDENT**, two years
- ☐ **VICE PRESIDENT**, two years
- ☐ **SECRETARY/TREASURER**, two years
- ☐ **WSNA NOMINATIONS/SEARCH COMMITTEE MEMBER**, two years
- ☐ **E&GW NOMINATING/SEARCH COMMITTEE MEMBER**, two years
- ☐ **DIRECTOR**, two years
 - ☐ At-Large
 - ☐ At-Large Staff Nurse
- ☐ **CABINET ON ECONOMIC AND GENERAL WELFARE**, two years
 - ☐ Chair (also serves on WSNA Board of Directors)
 - ☐ Vice Chair
 - ☐ Secretary/Treasurer
 - ☐ Member

PROFESSIONAL NURSING AND HEALTH CARE COUNCIL, two years

- ☐ Chair (also serves on WSNA Board of Directors)
- ☐ Research
- ☐ Education
- ☐ Practice
- ☐ Administration
- ☐ Ethics and Human Rights
- ☐ At-Large

LEGISLATIVE AND HEALTH POLICY COUNCIL, two years

- ☐ Chair (also serves on WSNA Board of Directors)
- ☐ At-Large

- ☐ **STAFF NURSE DELEGATE TO ANA HOUSE OF DELEGATES** - a non-supervisory nurse who is a member of WSNA Bargaining Unit or is bargaining unit eligible.
- ☐ **AT-LARGE DELEGATE TO ANA HOUSE OF DELEGATES** - any member not covered under the Staff Nurse definition.
- ☐ **DELEGATE TO ANA UAN NATIONAL LABOR ASSEMBLY** - any member of a bargaining unit represented by WSNA and who must remain a bargaining unit member throughout the term of office as a UAN Delegate.

Print your name as it should appear on the ballot: _____

Candidate's Statement: _____

Information on this page will be used by the Nomination/Search Committee to prepare the ticket. Not all nominees are placed on the ticket. If your name does not appear on the ticket and you wish to be a candidate, you may be a self-declared candidate by notifying WSNA Headquarters prior to the stated deadline.

Information on the opposite page will be used by the Nominations/Search Committee, the Cabinet, Councils, and the WSNA Board of Directors in seeking cabinet/committee members and alternates. Appointments to WSNA committees are for two years. Please indicate by preference, "1" being the highest priority, the cabinet/councils/committees on which you would like to serve.

If elected or appointed to the WSNA Board of Directors, a Cabinet, Council or Committee, it is my obligation to attend meetings. If I am unable to fulfill this commitment, I will resign.

Signature: _____ Date: _____

WASHINGTON STATE NURSES ASSOCIATION CONVENTION MAY 3-4, 2007

When

May 3 - 4, 2007

There will be an Earlybird reception on May 2, 2007 to start things off, so please plan to attend that evening.

Where

Sheraton Tacoma Hotel
1320 Broadway Plaza
Tacoma, WA 98402

Lodging

Discount prices on room reservations are good through April 11, 2007. Call 888-627-7044 to reserve your room now. *Hotel policy requires cancellation before 6 p.m. on the day before check in.*

Room Rates

Single King & Double - \$119 per night
Club King & Club Double - \$139 per night
Deluxe King - \$149 per night
King Suite - \$239 per night

Parking

Special parking rate \$8 per day

Fees

Full Event:

Members-Only Early Bird
(before April 1, 2007): \$175

Members (after April 1, 2007): \$200

Non-Members: \$225

One Day:

Members: \$100 per day

Non-Members: \$150 per day

Nursing Students: \$25 per day

Retired Members Special Rate:

\$90 for full event or one day

Other Fees:

Plenary Session only: \$50

Keynote Speaker only: \$50

Awards Reception only \$35

For More Information

Contact Deb Weston at 206-575-7979, ext 3003

WSNA: A UNION AND SO MUCH MORE

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NO OTHER UNION DOES THIS FOR YOU

First to file suit to ensure nurses get rest breaks

Won arbitration to prevent nurses from being forced to be vaccinated

Won arbitration that saved the job of a 26-year nurse from being fired due to faulty Pyxis reports

Secured law prohibiting mandatory overtime

Leading the fight for legislation on safe RN staffing and safe patient handling

Forced hospitals to stop background checks including credit reports on nurses

Changed the composition of the Nursing Commission to guarantee staff nurse positions on the Commission

Focused exclusively on representing Registered Nurses


WSNA
FIGHTING FOR YOU
A FORCE TO BE RECKONED WITH

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


WSNA