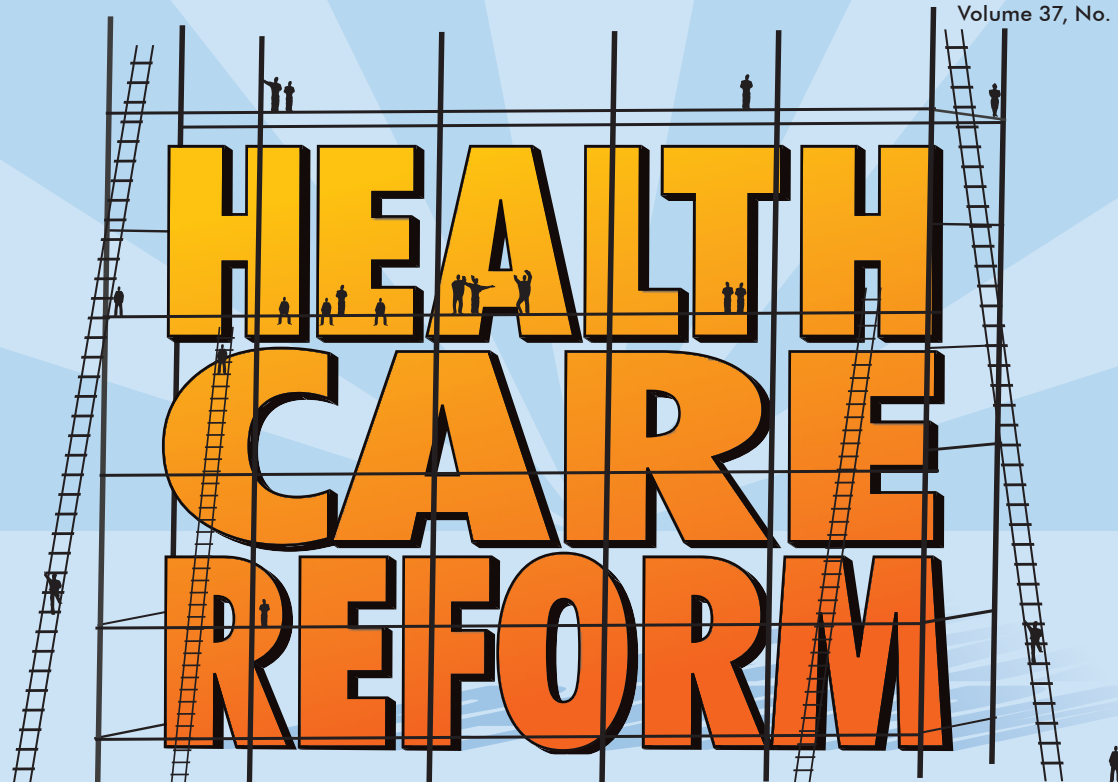


THE WASHINGTON NURSE

Volume 37, No. 2 Summer 2007



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ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

September 2007

- 3 Office Closed for Labor Day Holiday
- 6 Washington Nursing Leadership Council (WNLC) Meeting
- 9-13 UAN National Labor Leader Institute - Seattle, WA
- 11 Joan Garner's Retirement Party at Salty's on Alki - Seattle, WA
- 17 WSNA Legislative and Health Policy Council - Seattle, WA
- 22-23 Cabinet on Economic & General Welfare Meetings - Chelan, WA
- 23 Local Unit Council Meeting - Chelan, WA
- 23-25 Local Unit Leadership Conference - Chelan, WA
- 26 56th Annual Governor's Industrial Safety and Health Conference - Tacoma, WA

October

- 2 Washington Center for Nursing Forum - Vancouver, WA
- 4 ANA: Nurse Competence in Aging: Caring for Older Adults - Coeur d'Alene, ID
- 6 WSNA Safe Staffing Regional Workshop - Spokane, WA
- 8-12 Wash State Public Health Association Joint Conference on Health - Yakima, WA
- 8 WSNA Safe Staffing Regional Workshop - Bellingham, WA
- 9 WSNA Safe Staffing Regional Workshop - Olympia, WA
- 10 WSNA Safe Staffing Regional Workshop - Vancouver, WA
- 11-12 Council of Nursing Education in Washington State (CNEWS) - Seattle, WA
- 13 Nursing Students of Washington State (NSWS)
- 19 WSNA Finance and Executive Committee Meetings - Seattle, WA
- 22 WSNA Safe Staffing Regional Workshop - Mt. Vernon, WA
- 23 WSNA Safe Staffing Regional Workshop - Tacoma, WA
- 24 WSNA Safe Staffing Regional Workshop - Richland, WA
- 25 WSNA Safe Staffing Regional Workshop - Yakima, WA
- 27 WSNA Safe Staffing Regional Workshop - Seattle, WA

February 2008

- 4 WSNA Nurse Legislative Day - Olympia, WA

May

- 6 WSNA Centennial Anniversary Celebration and Gala - Seattle, WA

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You Were Represented

The WSNA staff as well as 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 April 2007 through July 2007.

- Public Health Funding Roundtable
- WA DOH Public Health Emergency Preparedness Joint Advisory Committee
- Meetings with DOH staff on proposed changes to the Uniform Disciplinary Act Regulations
- Legislative hearings in Olympia on pending legislation, including: mandatory overtime, the Patient Safety Act, proposed changes to the uniform disciplinary act, funding for nursing education and faculty salaries, funding for Public Health, and the PBDE environmental health legislation
- *Working for Health Coalition* (access to care issues for children)
- Primary Care Coalition
- Fare Share Health Coalition
- Olympian Health Care Forum with Senators Cantwell and Murray.
- Press conferences with Senator Cantwell on SCHIP funding
- WSNA screening of SiCKO and discussion of Nursing's Agenda for Health Care Reform
- Health Care Personnel Shortage Task Force
- WA Department of Labor and Industries Task Force to Examine Lifting in Health Care
- Meetings of the Medication Safety Initiative
- Washington State Hospital Association Infection Safety Advisory Committee
- Washington State Labor Council "Fair Share" work group on access
- WSNA, WSMA and WA Health Foundation joint statewide media campaign for Childhood Immunizations and Public Health Funding
- Washington Health Foundation Board of Directors meeting
- Steering Committee of the Foundation for Health Care Quality on Prevention of Medical Errors
- Washington Nursing Leadership Council (WNLC) meeting
- Washington Center for Nursing (WCN) Board Meetings
- Meetings of the Washington State Nursing Care Quality Assurance Commission, its Practice and Education subcommittees and the Committee on Continued Competence
- Council of Nursing Education in Washington State semi-annual meeting
- Mary Mahoney Professional Nurses Association annual scholarship luncheon
- Northwest Nursing Student Career Days
- WA State Occupational and Environmental Health Nurses Annual Meeting
- WCN-CNEWS Invitational Summit: Developing a Master Plan for Nursing Education in WA State
- Founding meetings of the new Nursing Students of Washington State (NSWS)
- Washington Toxics Free Legacy Coalition Steering Committee
- Health Care Without Harm Nurses Work Group
- CHE-NW on environmental health issues
- ANA national policy conference on Nursing Care in Life Death and Disaster
- Meeting of ANA, WSNA and NYSNA with key staff of the Joint Commission in Chicago to discuss development of Nurse Staffing Standards
- Washington State Labor Council Health Care Policy Meeting
- Launch of the SEIU National Health Care Division
- UAN E&GW Program Directors meetings
- UAN Labor Cabinet meetings
- UAN Executive Council Meetings



I promise to care for the sick with all the skill and understanding I possess.

~ based on the "Original Florence Nightingale Pledge"

At Swedish Medical Center, our drive to deliver the best care possible goes beyond a commitment we make to our patients. It's a promise we make to ourselves. To surpass expectation, anticipate need, and treat the whole person. Our commitment, dedication, and trust in one another give us a powerful foundation, enabling us to feel supported and to make the right decisions. Due to our continued growth, we have opportunities for experienced Nurses in a variety of departments and disciplines:

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- ICU & PICU
- Telemetry
- Perioperative Consortium RN
- Nursing Education
- Research Nurse Coordinator – Cancer Institute
- Cath Lab
- Gastro Special Procedures

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In Focus

By Kim Armstrong, BSN, RN
WSNA President



WSNA: A History of Patient and Nurse Advocacy

Sometimes life conspires to place you in a position, time or an entity you would not believe possible, nor necessarily desirable. Whether it is fate, karma, being in the right place at the right time, the stars aligning, or just plain coincidence, I do believe things happen for a reason. And for whatever the reason, I became the President of the Washington State Nurses Association in 2005. The last 2 years have certainly provided me with a different perspective of the work and activity of the Association.

While thinking of the message I wanted to share with you as your President, I looked back on the history of WSNA and its work for the nurses and patients of Washington. I was really astonished to discover the major part this Association has taken on issues that I take for granted every day. It made me very proud to be a member of this diverse organization, and a little ashamed. I know the work of the Association, but I, like so many others, never before took an opportunity to examine how the work that is done by the WSNA staff, in partnership with elected volunteers, affects me and my practice and my patients each and every day. So I wanted to share some of this history with you. I promise you, this will not be History 101, but I would like to share the work done on all of our behalf in four overlapping categories:

1. Protection of Practice,
2. Securing the Economic and General Well Being of Nurses,
3. Legislative Actions, and the
4. Educational Support of the Next Generations of Nurses.

Protection of Practice:

In 1909, WSNA was instrumental in the passage of the 1st Nurse Practice Act by lobbying for amendments, and was successful in further defining the scope of practice in 1922. In 1933, an amendment that called for the appointment of a 'supervisor' of Nursing Schools was successfully obtained. But it was not until 1945 that it was suggested that all nurses be required to have mandatory licensure under the Nurse Practice Act. Since

that time, WSNA has successfully lobbied for changes to expand the scope of nursing practice, including the ability to diagnose and prescribe medications by advanced practice RNs and ensuring the scope of practice for Nurse Anesthetists.

WSNA has also been very active in preventing the erosion of nurses' scope of practice by successfully lobbying against the American Medical Association's plan to train 'Registered Care Technicians' in 1988. And in 1997, WSNA achieved passage of legislation that prohibits anyone other than an ARNP, RN or LPN from using the professional title "Nurse." WSNA is truly our eyes and ears, protecting our practice and thus our patients.

I wish I could say there are no more threats to our practice, but this simply isn't so. Future threats could include continued competency or at least the manner in which it is enacted, multi-state licensure, and unfortunately other health care providers who see Nursing as a threat to their practice. To see further examples of how your practice is protected, I invite you to read "You Were Represented" in the quarterly Washington Nurse or go to the web site at www.wsna.org where the latest activities of the Association are detailed.

Securing the Economic and General Well Being of the RN

Beginning in 1941, general duty nurses began to express unrest and dissatisfaction 2nd to salaries and working conditions. Nurses often worked many hours for little compensation and little time off to rest. Working 6-7 days without a day off. Working 12 plus hours each of those days. Some of you would say that working conditions haven't changed that much, but as a response to this situation, WSNA in 1948 adopted the Economic and Security Program to "advance the Economic and General Welfare of nurses through all appropriate means, including Labor Relations." That was rather radical at that time in history. In 1946, WSNA negotiated the first contract for registered nurses in Washington State for the nurses employed at the Boeing Company. In June of 1966, the American Nurses Association identified nurses' salaries that then averaged \$4,700 (approximately \$600 less than factory workers) as being incredibly out-of-kilter in the general economic picture and set a national salary goal of \$6,500. The battle that ensued is still being fought today on some fronts. It wasn't until 1972 that a bill securing labor relation rights for employees of health care facilities was passed by the

Washington State legislature. In 1974, the Taft-Hartley Act extended labor relations rights to all employees in health care facilities. Even though WSNA had been bargaining for nurses' rights years prior to this, Labor Relations and Collective Bargaining was now finally a right for all nurses who desired it. When I graduated from my Nursing Program, I thought this was a long-standing right of every Nurse. I didn't know the history or the battles that were fought many times by determined and persistent nurses, both at the National level and here at home, to ensure my rights. Many of us now enjoy the benefits of that hard work in our current contracts, which provide for safer work environments, working conditions and fair pay. WSNA continues to be dedicated to the economic and general well being for all nurses.

But the fight continues. Recently the National Labor Relations Board (NLRB) issued a decision that could put all nurses' (as well as other workers') rights to collective bargaining in jeopardy. As I said, the battle continues.

Legislative Actions

WSNA has an extensive history of legislative action. One of our most powerful tools to protect our patients, the practice of nursing and to promote the economic and general well being of nurse is legislation. Whether it has been the successful lobbying for changes in the Nurse Practice Act or the prohibition of mandatory overtime which was passed in 2002, WSNA has been at the forefront in Olympia. In the last 2 years, WSNA has been successful in passing bills to enlarge the Nursing Commission and to provide funding for the Central Resource Center for Nursing. The Safe Patient Handling bill became law in 2006, prohibiting manual lifting of patients. This year we were able to secure additional funding for public health, mental health parity, and increased funding for nursing enrollment slots. And we continue to introduce language to extend the prohibition of mandatory overtime to state facilities, extend safe patient handling protections to long-term care facilities, and prevent the use of 'on call' hours as a substitute for mandatory overtime.

One of our highest priorities this year was the introduction of a Patient Safety Bill, which provided for safe nurse staffing. It was a very comprehensive bill providing for staffing committees on each unit, gathering and evaluating nurse outcomes, and providing transparency to the public and other provisions. This bill was passed by the House,

but failed to obtain the necessary votes to get to the Senate floor. That was THIS Year, but it will be back next year and the year after and every year, until we have a meaningful law that makes sense: A law ensuring patient safety through unit-specific safe staffing models. If our government and health care institutions are serious about making patients safe by decreasing errors, we can no longer tolerate the rhetoric and lip service we have received in the past. Who better to participate and decide on staffing models than the registered nurses providing the direct care to the patients? Staff nurses must be involved.

Educational Support

Growing up as a child, there were two things that were certain and never questioned. One, we were having home grown, canned green beans for dinner, almost every night. I didn't know there was another green vegetable as a kid—it has taken me years to even look at a can of green beans. But green beans grow very well in West Texas and are easily canned. Second - and it absolutely was never questioned - education was a must! It wasn't *if* I was going to college, the only question was *where*. My parents made the commitment that a degree, in my choice of studies, was my future. Such was their commitment to my education that when my father changed jobs, he moved to the job, and my brother, sister and I stayed in the stable school environment needed as a prerequisite to college. I will be forever grateful for their sacrifices, though not for the green beans. My parents provided me with confidence to do anything and the desire to pursue higher education. While there was the desire and commitment to get to a University setting, the funds simply were not there. Yet when I asked my father about the funds needed, he would say, "We will manage." I thought that was pretty bold considering I had two other siblings, one already in college and the other two quickly approaching college.

My mother fell ill when I was a junior in high school. It was then that I was first exposed to the profession of nursing in a meaningful way. I saw firsthand the

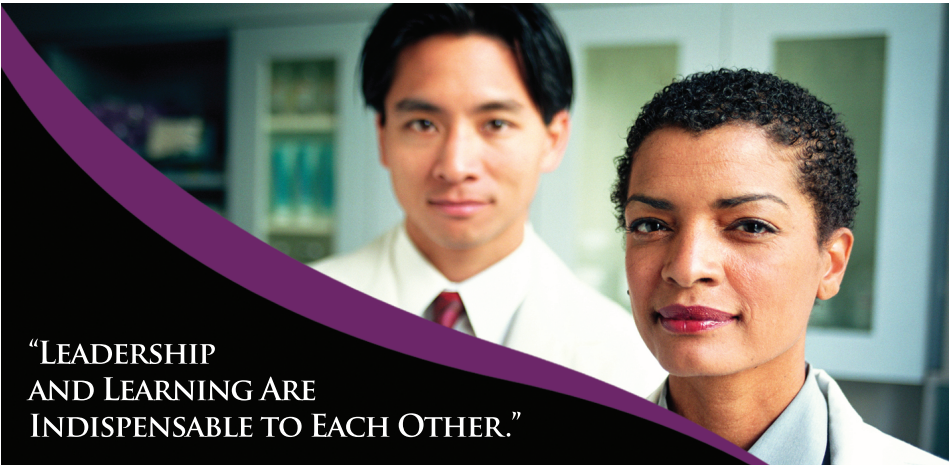
difference expert nursing care provided. Sandi was her name. Not only did my mother have a dignified death with Sandi's help; the care she provided to my family and me was immeasurable. It was because of her interventions that I became a nurse. Because I declared this as my major, I was awarded scholarships and financial aid that allowed me to graduate from The University of Texas with a BSN.

The Washington State Nurses Foundation's primary purpose is to provide educational support through scholarships and mentoring. It was in 1936 that the first scholarship fund was established as a memorial to May S. Loomis, the first WSNA President. You can see the Foundation's fund-raising activities today with raffle tickets and silent auctions. In addition, the Foundation is attempting to fully fund the Deo Little Memorial Scholarship

Fund. Your contributions will be greatly appreciated. In the last 2 years, the Foundation awarded 26 scholarships to Nursing students at both undergraduate and graduate levels.

The commitment that WSNA/WSNF has to the future of our profession reminds us all that we are responsible for the promotion of the profession. Whether we provide funds for scholarships; give of our personal time in mentorship programs; or volunteer in our communities, professional organizations or wherever Nurses are needed, seen, desired and practice - we are the past, present and future of the profession. Together, let us forge a future that is safe for patients and nurses. A future that continues to hold Nurses as the most respected profession in the nation. A future where Nurses are the drivers of Health Care. We can do it! Together!

WN



**"LEADERSHIP
AND LEARNING ARE
INDISPENSABLE TO EACH OTHER."**

— John Fitzgerald Kennedy, 1963

The faculty at the **University of Washington School of Nursing (UWSoN), Seattle** invites you to lead and learn by enrolling in the Doctor of Nursing Practice (DNP) program.

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The DNP in Community Health replaces the
MN Advanced Practice Community Health Systems Nursing, September 2008.

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"SiCKO" & the Health Care Reform Debate: What Would Florence Do?

By Judy Huntington, RN, MN, WSNA Executive Director

It is said that Florence Nightingale was nursing's first real lobbyist - When she wanted to make change, she knew who made policy, how to get to them, and how to mobilize her nurses and others to get what she needed for her cause.

WSNA recently hosted a free showing of "SiCKO" - Michael Moore's new movie about the disastrous state of health care in the United States. This special showing, held on Saturday, July 14th, marks the first time we've tried something like this, and we were amazed at the enthusiasm, passion and the intensity of the discussion held afterward. If you have seen the movie, I'm sure you will agree that it is certainly thought-provoking, and while some issues may be somewhat overstated (after all, it is a Michael Moore movie!), there are some truly chilling examples of how the Health Care system in the United States (and especially the HC insurance industry) often fails miserably.

Why did WSNA do this? We did it to stimulate and motivate registered nurses to get active and be at the forefront of the current debate on Health Care Reform that is once again sweeping this country. Access to health care IS our issue and Nurses are key to changing the healthcare system. Nurses MUST step up and be leaders in this debate. It is the right thing to do, and we are the right professionals to do it.

The current debate is all about access to insurance, not access to care - Nurses need to stand up and help policy makers and the public understand these differences and that they are not the same thing. If we truly want real meaningful reform and improvements in health in this country, we must change this dialogue to focus on access to care - and while access to insurance is important and essential, it is only one part of the issue.

Nearly 44 million Americans are currently without any health care insurance at all. But even those with insurance sometimes cannot get the care they need because they are denied coverage for pre-existing conditions or other reasons - mostly because of cost.

When nurses focus on access to care, we are talking about prevention, not just catastrophic care, and we are talking about access a full range of qualified providers (including ARNPs), and care that is available in convenient, community-based settings such as school-based care for health screening and treatment options for kids (which also means improving the school nurse to pupil ratios). Unhealthy kids can't learn.

Nursing's Agenda for Health Care Reform (<http://www.nursingworld.org/readroom/anahca05.pdf>) outlines how the system needs to change. Health care services should be restructured to include a new commitment

to wellness care and away from the overuse of expensive institutional-based services. We need a new model in which a balance is struck between high-tech treatment and community-based services that focus primarily on prevention.

Nurses - as the mostly highly respected group of professionals in the eyes of the public - need to step up and take the lead in community and political forums in every community around the country and demand that any proposal for HC reform be comprehensive, inclusive and affordable.

Every citizen and resident in the United States deserves to have access to health care - the most appropriate care, in the most appropriate setting, at an affordable cost. People should not have to decide between paying for medicine and paying their rent.

Discussions about reforming the health care system are not new - each decade has had this debate - but this time we can't afford to let vested interests like the insurance and pharmaceutical industries use their considerable profits to thwart meaningful reform efforts like they did in the 1990's - no more "Harry and Louise" ads to scare the public with innuendo and half-truths! We need nurses to speak out and lead the debate - we need to talk about what's right and what's wrong with our healthcare system and what it will take to change it. And we need to do it now!

Personally, I favor a proposal similar to what Senator Henry Waxman (D-CA) and others proposed in the 1990's debate - gradual expansion of Medicare. Medicare has its flaws, but they are far fewer than ANY of the other private insurance plans - no precondition exemptions, choice of providers, preventive care is included and encouraged, the lowest administrative costs of any insurance plan (3% versus up to 12% -20% for the private insurance plans), reasonable monthly premiums and minimal paperwork for the consumer.

Medicare would be expanded and made more cost-effective by first including all of the Federal Government Employees under Medicare instead of the several choices of private insurance plans they have now. The Federal Government is the largest single purchaser of health care insurance in the country. This would infuse the Medicare program with a large, relatively healthy population and thus spread the risk, reduce adverse selection and overall costs. It would also include coverage for all kids up to age 21 and provide coverage for immunizations and other wellness programs focused at them. The next step would be to allow all those age 55 to 65 to buy into Medicare at an affordable premium. Employers too would also be encouraged and provided with incentives to enroll their employees into the Medicare program. Others who do not have coverage through employers or have not been able to get

Continued on Page 9

insurance would be able to purchase coverage at the same rate or have their premium covered through existing state programs. That's just one idea.

If I really had my way, reasonable price controls would also be placed on pharmaceuticals and both the insurance industry and the pharmaceutical industry would be required to have the same type of transparency in their operations as is required of labor unions and large corporations so that the true costs and profits would be known! But then that is a whole other battle to wage!

There will be many other proposals in the coming months, and health care reform will be a major issue for the 2008

Presidential elections. Nurses need to use Nursing's Agenda for Health Care Reform as a platform of principles by which to measure all of these proposals and to hold our policy makers' feet to the fire to assure that the major reform proposals provide universal access to affordable and timely health care that is appropriate, necessary and that ultimately results in improved health status of all Americans. And we need to help educate the public about which of the many complex proposals are truly in their best interest.

Those are my thoughts! I hope that Michael Moore's movie serves as a catalyst to real reform. And I challenge and encourage all nurses to become engaged in this debate - after all, that's what Florence would do! **WN**

Nursing's Agenda for Health Care Reform

Every citizen and resident in the United States deserves to have access to health care - the most appropriate care, in the most appropriate setting, at an affordable cost.

WSNA supports the ANA Health Care Agenda and is working with stakeholders on numerous health care reform efforts.

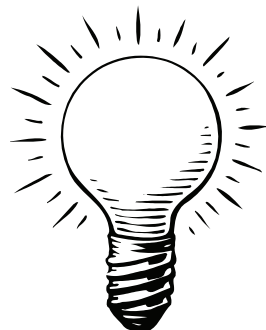
ANA's Health Care Agenda 2005 – Executive Summary:

The U.S. health care system remains in a state of crisis. Despite incremental efforts at reform, the number of uninsured continues to grow, the cost of care continues to rise, and the safety and quality of care is questioned. The overwhelming problems of the health care system require significant attention on the part of health professionals, policy makers and the public.

In 1989, the American Nurses Association (ANA) Board of Directors appointed the Task Force on Health Policy Support of Access, Quality and Cost Efficiency. This committee's work, in collaboration with the broader nursing community, resulted in the publication of Nursing's Agenda for Health Care Reform (ANA, 1991), a blueprint for reform that was endorsed by over 60 nursing and other health organizations. Yet, despite 15 years of incremental, market-based approaches to reform, the health care system continues to be fragmented and costly. ANA remains committed to the principle that all persons are entitled to ready access to affordable, quality

health care services and thus offers ANA's Health Care Agenda – 2005.

- ANA believes that health care is a basic human right (ANA, 1989, ANA, 1998). Thus, ANA reaffirms its support for a restructured health care system that assures universal access to a standard package of essential health care services for all citizens and residents.
- ANA believes that the development and implementation of health policies that reflect the six Institute of Medicine (IOM) aims (Safe/Effective/Patient-centered/Timely/Efficient/Equitable) and are based on outcomes research will ultimately save money.
- The system must be reshaped and redirected away from the overuse of expensive, technology-driven, acute, hospital-based services in the model we now have, to one in which a balance is struck between high-tech treatment and community-based and preventive services, with emphasis on the latter. The solution is to invert the pyramid and focus more on primary care, thus ultimately requiring less costly secondary and tertiary care.
- Ultimately ANA supports a single-



payer mechanism as the most desirable option for financing a reformed healthcare system.

While not initially addressed in Nursing's Agenda for Health Care Reform, the cyclical shortage of registered nurses and other health care workers is a testament to the fragility and flaws in the current health care system.

For health care delivery to be effective, fair and affordable there must be an adequate supply of well-educated, well-distributed, and well-utilized registered nurses.

The need for fundamental reform of the U.S. health care system is more necessary today than in 1991. Bold action is called for to create a health care system that is responsive to the needs of consumers and provides equal access to safe, high-quality care for every citizen and resident in a cost-effective manner. Working together – policy makers, industry leaders, providers, and consumers – we can build an affordable health care system that meets the needs of everyone.

“The existing health care system stands as evidence of the futility of patchwork approaches to health care reform” (ANA, 1991). ANA's Health Care Agenda – 2005 continues to be a viable solution to that healthcare crisis. **WN**

For the full ANA's Health Care Agenda 2005, please go to <http://www.nursingworld.org/readroom/anahca05.pdf>

Legislative Update: End of Session Report

Each year there are hundreds of bills introduced in Olympia with potential to greatly impact nurses, nursing, patient advocacy, health care access and your ability to deliver exceptional care. As an individual nurse, it's nearly impossible to monitor and track all of the issues that affect your practice and livelihood.

As the largest association of registered nurses in the state, WSNA is there to ensure your interests are fully addressed. In fact, our legislative and regulatory staff of lobbyists, attorneys, and labor, practice, and health and safety specialists is dedicated to exclusively representing the interests of registered nurses.

Here is a brief update on some of WSNA's priority bills and highlights this session.

Patient Safety Act (Safe Nurse Staffing Legislation)

The fact that nursing care has a direct impact on patient outcomes is no longer in dispute. There is an abundance of research that demonstrates the critical link between nurse staffing and patient safety. Inadequate staffing is one of the primary reasons nurses leave bedside nursing.

WSNA, working with stakeholders and lawmakers, is proud to have introduced legislation in Olympia that will ensure quality and safe patient care, provide transparency on specific patient outcomes, empower consumers with more information on hospital care, and increase nursing retention at this time of a critical nursing shortage. This bill passed the House of Representatives with a strong bipartisan vote of 70-25 (3 excused) but unfortunately died in the Senate Health & Long Term Care Committee. While we had strong support by some members of that Committee, it was ultimately voted down due to strong opposition from the Washington State Hospital Association. We will continue our efforts in the interim to expand support for the bill and come back in 2008 for passage of a strong safe nurse staffing legislation.

Public Health Funding

Washington's public health system is severely underfunded. 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.

We were able to secure \$10 million new dollars towards public health in the budget. It contains the following language that recognizes the important role of public health nurses and nursing services: "The legislature further finds that public health nurses and nursing services are an essential part of our public health system delivering evidence-based care and providing

core services including prevention of illness, injury, or disability, the promotion of health, and maintenance of the health of populations."

Changes to the Uniform Disciplinary Act

WSNA is committed to ensuring safe patient care and understands the frustration surrounding the perception of the lack of responsiveness by some Boards and Commissions in sanctioning unsafe health care practitioners. However, we believe that any changes to the UDA must address specific areas of concern and balance the due process rights of each individual practitioner while ensuring safe patient care.

WSNA was opposed to this bill in its current form and fortunately the bill died in the Senate. Our biggest objection to this legislation concerns the provisions that would remove the investigation, charging and summary suspension abilities from the disciplining authority to the Secretary of the Department of Health. This will politicize every disciplinary action against a licensed individual by giving the Secretary the power to investigate all disciplinary actions, reducing the role of the existing boards and commissions to merely advisory bodies in the investigation process.

We believe that the various Boards/Commissions have the much needed expertise to investigate complaints and issue an emergency action against a provider. Of concern is the lack of expertise that the Secretary has in deciding which complaints warrant investigation, which pertain to standards of practice, and then to make appropriate charging decisions. With 57 health professions, it is unrealistic for the Secretary to possess the necessary expertise in each of these areas.

Governor Gregoire Signs Legislation Providing Major Advances in Mental Health Care and Access to Care for Children in Washington State

The mental health parity bill was signed into law by Governor Gregoire. This bill will ensure that employees of small business and individuals purchasing health policies will have equal insurance coverage for mental health. Washington now has some of the strongest mental health parity requirements in the nation, providing our citizens the best access to high-quality mental health care.

The Governor also signed the "Cover All Kids" legislation into law. This measure extends health insurance coverage to an additional 38,000 Washington children, bringing the total number of low-income children covered to 624,000. The bill provides expanded access to health insurance for children under 19 who

live at or below 250% of the federal poverty level (\$50,000 for a family of four). In 2009, access will be further expanded to include children below 300% of the federal poverty level (\$62,000 for a family of four). Governor Gregoire has made it a priority to provide health insurance access to all Washington children by 2010.

Passage of Ban on Polybrominated Diphenyl Ethers (PBDEs)

PBDEs are widely used as flame retardants in many products such as mattress, furniture, electronics and computers. These toxic flame retardants persist in the environment, build up in the food chain and in our bodies, and are toxic low levels. PBDEs impair memory and learning and can affect thyroid hormones and other bodily functions. The landmark legislation bans the manufacture and sale of the products containing PBDEs.

Nursing Education Funding

High-Demand Enrollments at Community and Technical Colleges:

\$5,720,000 of the education legacy trust and \$11,420,000 are provided to expand high-demand enrollments by 650 student FTEs in fiscal year 2008 and 650 student FTEs in fiscal year 2009. Also, \$1,960,000 of the education legacy trust account appropriation is to expand early childhood education programs with a focus on early math and science awareness by 100 student FTEs in fiscal year 2008 and by an additional 150 student FTEs in 2009. The programs expanded shall include, but are not limited to, mathematics and health sciences.

The State Board shall provide data to the Office of Financial Management that is required to track changes in enrollments, graduations, and the employment of college graduates related to state investments in high-demand enrollment programs.

Washington State University:

\$1,174,000 for FY 2007 is provided for 80 additional high demand nursing student enrollments. Priority is to expand baccalaureate and graduate nursing degrees, and also engineering and construction management.

Eastern Washington University: Health Sciences and Dentistry

\$1,170,000 is provided solely to expand high-demand undergraduate enrollments by 50 students FTEs in each fiscal year. The programs expanded shall include, but are not limited to, mathematics, engineering, and health sciences.

WN

Highlights of the 2007 WSNA Convention

The 2007 WSNA Convention/ Summit was held on May 2-4, 2007, at the Sheraton Hotel and Conference Center in Tacoma. Attendees and guests were treated to an array of continuing education opportunities, national speakers, exciting exhibits and poster sessions, a gala awards reception and the WSNF's silent auction and raffle in addition to the business meeting of the WSNA General Assembly and other break-out sessions.

Events began on Wednesday afternoon, May 2nd, with an "early bird" wine and cheese reception for early arriving convention attendees – more than 60 nurses attended the pre-convention event. Door prizes, renewed friendships and networking were the highlights of this casual evening.

Thursday, May 3rd began early with convention registration, breakfast with the exhibitors and then WSNA members and guests enthusiastically welcomed opening Keynote Speaker Beverly Hall, PhD, RN, FAAN, whose topic "Preaching to the Choir: The Art of Healing in Nursing" helped to remind us of our values, our commitment and compassion in our work and the true meaning of a caring profession. Dr. Hall is an excellent teacher, mentor and healer and her latest book, "The Art of Becoming a Nurse Healer" clearly and artfully describes the caring that occurs in everyday nursing practice.

A short break was followed by the first session of the General Assembly business meeting. The General Assembly included remarks from WSNA President, Kim Armstrong and from the Secretary/Treasurer of the newly formed Nursing Students of Washington State (NSWS), JaNee' Mooney, who inspired us with her enthusiasm and with her request for nurses to serve as mentors to nursing students throughout the state. Her appeal resulted in many nurses signing up to become mentors for students.

Members of the General Assembly engaged in spirited discussions on several resolutions: one in strong support of Universal Access and Health Care Reform; another supporting improvements to current efforts to prevent needlestick injuries in the workplace; a third proposing more education to change workplace attitudes and practices and the effects of Fatigue on Patient and Nurse Safety; and a fourth honoring and recognizing the important role of nurses in the military and Veterans Administration.

Additionally, several courtesy resolutions were approved, including one recognizing and thanking Joan Garner, MN, RN, WSNA Director of Nursing Practice and Education, for her many years of dedicated and loyal service to WSNA. Joan will be retiring at the end of September, after nearly 15 years at WSNA. (Complete texts of all resolutions can be found online at www.wsna.org.)

Throughout the day and into the evening, members and guests browsed exhibits and poster sessions, and placed their bids on more than 100 exciting items donated for the Washington State Nurses Foundation's Silent Auction and Raffle. A special WSNF Fundraiser was also held during the evening's Awards Ceremony to raise additional funds for the Deo Little Memorial Scholarship Fund. Thanks to the generosity of the Foundation's donors and friends, these activities together raised over \$14,128 to support the Foundation's nursing scholarships and mini-grants programs.

Following the end of the second session of the General Assembly, Dr. Pamela Mitchell, PHD, CNRN, FAAN, FAHA, provided a thoughtful and challenging Plenary Session on the topic of "Assuring Competence in a Time of Shortage." Dr Mitchell's work includes chairing the American Academy of Nursing's Expert Panel of Quality of Care and a long history of work in the field of patient safety.

Following the Dr. Mitchell's address, participants and guests joined in a gala reception to celebrate and honor the 2007 recipients of the WSNA Awards. The biennial awards program showcased a number of the Association's leaders and community partners in a variety of award categories (see complete listing of awardees in adjacent box).

The Friday morning keynote speaker was the ever popular Ann Rogers, PhD, RN, FAAN - whose excellent and thought-provoking presentation, "The Role of Fatigue in Patient and Nurse Safety," provided important insight into the effects of extended hours of work on patient and nurse safety. For more than 15 years, Dr. Rogers has focused her research exclusively on sleep and sleep disorders, and more recently has focused specifically on staff nurse fatigue and its relationship to patient safety. Her evidenced-based research is an important tool in the battle to reshape workplace hours for nurses and help reduce patient errors and improve safety for both patients and nurses.

Following the morning keynote, convention attendees worked together in small groups to discuss WSNA's strategic issues and priorities and to answer the following questions:

1. What are the three most important issues facing nursing that you want WSNA to address in the next two years?
2. What are the three most important actions you want WSNA to take in addressing these issues?

The session gave the participants a chance to share ideas, issues, and solutions with each other and provided an opportunity for more discussion about nursing - present and future. There was no lag in

Continued Page 12



From Top:

- Keynote Speaker Dr. Ann Rogers
- WSNF Scholarship Recipient Matthew Sharp with his wife
- Sally Herman sells Raffle Tickets
- Keynote Speaker Dr. Beverly Hall

Nursing Practice Update

Nursing Commission Work on Continued Competency

In July, the Washington State Nursing Care Quality Assurance Commission held a workshop that focused on the implementation of Continuing Competency in Washington State. The workshop featured Linda Burhans, PhD, RN, Practice Consultant for the North Carolina Board of Nursing. The purpose of the workshop was to plan for the Commission's ongoing work on Continuing Competency. The workshop included training for the Commission members and did not include an open forum for discussion with the commission members, but the public was invited to observe. Watch for the Fall issue of the Washington Nurse, which will contain more information on this subject.

Nurses in Beacon and Magnet Organizations Report Healthier Work Environments and Higher Job Satisfaction

Study findings released by the American Association of Critical-Care Nurses (AACN), found that nurses who work in organizations or units that have met or are pursuing the national excellence standard of a "Beacon" or "Magnet" designation report healthier work environments and higher satisfaction with their jobs. Several past studies have found that healthy work environments - characterized by strong communication and collaboration between healthcare team members, among other factors - have a direct impact on increased patient safety and improved patient outcomes.

The Beacon Award for Critical Care Excellence was established in 2003 by AACN and recognizes individual critical care units as well as progressive care units that meet high quality standards, demonstrating exceptional care of patients and their families while fostering and sustaining healthy work environments. The Magnet Recognition Program was developed and is administered by the American Nurses Credentialing Center (ANCC), an independent subsidiary of the American Nurses Association (ANA), recognizing healthcare organizations that demonstrate excellence in nursing care and professional nursing practice.

"This research shows that a core strategy of effective patient care and nurse satisfaction must include pursuing national Beacon and Magnet excellence standards. It's not just a value-added benefit," said Wanda Johanson, RN, MN, CEO of AACN. "The concrete evidence in this study shows that healthier work environments, higher job satisfaction for nurses, and thus better patient outcomes, are best achieved by organizations and units that pursue and achieve excellence standards."

The survey of more than 4,000 acute and critical care nurses in all 50 states and the District of Columbia found the most significant differences related to collaboration and communication, support for professional growth and development, leadership and satisfaction, and patient outcomes. Nurse respondents in the survey consistently rated each of these criteria higher when working in Magnet organizations and Beacon Units. The study found that nurses who worked in Magnet organizations, Beacon units, or those pursuing such designations were more satisfied with nursing as a career and with their current nursing positions. **WN**

NEED YOUR HELP

We are looking for 'Karley', a Trauma Nurse who assisted in saving the life of our 18 year old daughter Mora Shaw following an automobile accident 8:00 am Tuesday, July 18, 2006, on Blewitt Pass Highway. We would like to thank her and to get more information on the event.

If anyone knows of this nurse or this incident, or has more information, please have her contact us at shawsonsquak@comcast.net, or call 425.392.6511.

Thank you

William, Mary Beth, Liam and Mora Shaw



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2007 WSNA Election Results

Eleven state nursing leaders were elected to two-year terms on the Washington State Nurses Association (WSNA) Board of Directors in an election conducted by a mailed ballot of the membership in May. The ballots were counted and certified by the Integrity Voting Systems, Inc. on June 13th.

This year's voting resulted in a number of close elections, giving renewed credibility to the saying that "every vote counts!" Congratulations to all of the candidates who ran and to those who were elected. Complete election results, including vote counts for all positions, are available at WSNA. The newly elected WSNA Board made additional appointments to WSNA Councils and WSNA standing committees when they met on July 26th. These appointments will become official following notification and acceptance of the appointments by the individuals.

Kim Armstrong, BSN, RNC, from Olalla, WA Elected to Second Term as President of WSNA.

Kim has been a registered nurse providing direct patient care for more than 29 years. She received her Baccalaureate in Nursing from the University of Texas and is certified in Low Risk Neonatal Nursing Care. Kim has been a staff nurse at the Tacoma General Hospital, MultiCare Health System, since 1978, and has held many association roles over the years, including grievance officer and co-chair of her local unit, elected member of the Cabinet on Economic and General Welfare, and as a delegate to ANA and the UAN. In 2001, Kim was elected as Chair of the Cabinet on Economic and General Welfare and served as a member of the WSNA Board of Directors for the past four years.

WSNA Board of Directors

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

Vice-President:

Tim Davis, District #16, Mt. Vernon

Secretary / Treasurer:

Stasia Warren, District #4, Spokane

Chair, Cabinet on Economic & General Welfare:

Jeanne Avey, District #10, Longview

Chair, Legislative & Health Policy Council:

Susan E. Jacobson, District #6, Yakima

Chair, Professional Nursing & Health Care Council:

Sharon "Sheri" Bradley, District #4, Spokane

Director, At-Large:

Pamela Pasquale, District #9, Seattle

Director, At-Large:

Judith Turner, District #3, Fox Island

Director, At-Large:

Ed Dolle, District #17, Port Orchard

Director, Staff Nurse:

Jean Pfeifer, District #2, Kirkland

Director, Staff Nurse:

Verlee "Vee" Sutherlin, District #4, Nine Mile Falls

Councils, Committees, & the Cabinet

Also elected were WSNA Councils, the Cabinet on Economic & General Welfare, various standing committees, and delegates and alternates to the 2008-2009 UAN National Labor Assembly and ANA House of Delegates.

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

Beatrice Wolf, Chair, #4, Spokane

Joan Caley, #11, Vancouver

Sally Herman, #16, Mt. Vernon

Susan M. Jacobson, #3, Tacoma

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

Chairperson:

Susan E. Jacobson, District #6, Yakima

At-Large:

Patricia Trish Fitzhugh, District #4, Spokane

At-Large:

Elizabeth Caley, District #11, Vancouver

At-Large:

Kara Tompkins, District #3, Lakewood

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

Chairperson:

Sharon "Sheri" Bradley, District #4, Spokane

Administration:

Deena Rauch, District #14, Moscow, ID

At-Large:

Bobbie Gerard, District #8, Montesano

Education:

Mary A. Baroni, District #2, Seattle

Ethics & Human Rights:

Rosa Young, District #2, Seattle

Nursing Practice:

Marcia Morgenthaler, District #16, Anacortes

Research:

Barbara Innes, District #2, Seattle

Cabinet on Economic and General Welfare

Chairperson:

Jeanne Avey, District #10, Longview

Vice-Chair:

Julia A. Weinberg, District #16, Bow

Secretary / Treasurer:

Judi M. Lyons, District #18, Ellensburg

At-Large:

John Tweedy, District #16, Camano Island

At-Large:

Julia Rose Barcott, District #6, Yakima

At-Large:

Martha Marty Avey, District #4, Spokane

At-Large:

Peggy Slider, District #4, Spokane

At-Large:

Kathy Ormsby, District #4, Spokane

At-Large:

Maggie Flanagan, District #3, Fox Island

At-Large:

Keith Koga, District #2, Seattle

Cabinet on Economic and General Welfare Nominating / Search Committee

Evelyn Street, District 3, Olympia

Sally Baque, District 3, Olalla

Dian Davis, District 3, Tacoma

WSNA Delegates to 2008 & 2009 UAN National Labor Assembly (10 delegates)

Delegates (Listed in order according to number of votes received)

Martha Avey, Spokane

Timothy R. Davis, Mount Vernon

Julia Weinberg, Bow

John Tweedy, Camano Island

Camille T. Sturdivant-Daly, Medical Lake

Kim Armstrong, Olalla

Judi M. Lyons, Ellensburg

Aaron D. Lebovitz, Bellingham

Julia Rose Barcott, Yakima, WA

Keith K. Koga, Seattle

Alternate Delegates (Listed in order according to number of votes received)

Sonya U. Miller, Puyallup

Martha Goodall, Mead

Lorraine L. Bethay, Yakima

Jeanne M. Avey, Longview

Susan E. Jacobson, Yakima

Stephen R. Krauss, Bellevue

Tara D. Goode, Mill Creek

Edna P. Cortez, Lynnwood

Jean Pfeifer, Kirkland

Evelyn L. Street, Olympia

Debra M. Brogan, Elma

Pamela O. Rimel, Yakima

Pamela Newsom, Seattle

Anita A. Stull, Seattle

Jeaux P. Rinehart, Seattle

Connie L. Jackson, Mukilteo

Felecia A. Rachner, Port Orchard

Ina O'Donnell, Bellingham

Jon S. Olson, Kelso
Larry L. Jones, Tacoma
Nancy E. Figy, Spokane
Patricia H. Kandraticz, Spokane
Peggy J. Slider, Spokane

Note: To serve as a UAN Delegate to the National Labor Assembly, you must be a member of WSNA, currently employed and covered by a WSNA contract throughout the term of office including at the time of the NLA meeting. WSNA will be notified shortly regarding the exact number of delegates that we will have for the 2008-2009 UAN National Labor Assembly. It is possible that the number of delegates will be slightly more or less than the number listed below as elected. Additional delegates will be appointed as delegates from the alternate listings in order by the highest number of votes received. Tie votes will be determined by lot.

WSNA Delegates to 2008 and 2009 ANA House of Delegates:

Editor's Note: WSNA was recently notified that the number of delegates that we will have for the 2008-2009 ANA House of Delegates will be twenty-five (25). Alternate delegates will be appointed as delegates if needed from the alternate listings in order by the highest number of votes received. Tie votes will be determined by lot.

ANA At-Large Delegates (3) 2008-2009

1. Beatrice Wolf, Spokane
2. Janice E. Bussert, Vashon
3. Barbara E. Frye, Seattle

ANA At-Large Delegate Alternates 2008-2009

Louise Kaplan, Olympia
Sally A. Herman, Mount Vernon
Deena Rauch, Moscow, ID
Kate M. Boyle, Clinton
Kara L. Tompkins, Lakewood
Deborah K. Neiman, Longview
Muriel Softli, Seattle
Patricia D. Tobis, Bellevue
Elizabeth Thomas, Seattle
Patricia G. Butterfield, Spokane
Bette S. Perman, Seattle
Darlene M. Delgado, Bothell
Deborah Z. Bessmer, Spokane
Joanna Boatman, Kalama
Judith Huntington, Kent
Louise Shores, Vancouver
Rebecca M. Long, Ephrata
Tammi B. Port, Spokane

ANA Staff Nurse Delegates (22) 2008-2009

1. Julia Weinberg, Bow
2. Kim Armstrong, Olalla
3. Timothy R. Davis, Mount Vernon
4. Aaron D. Lebovitz, Bellingham
5. John Tweedy, Camano Island
6. Judi M. Lyons, Ellensburg
7. Martha Avey, Spokane
8. Verlee M. Sutherlin, Nine Mile Falls
9. Jeanne M. Avey, Longview
10. Michael S. Krashin, Lakewood
11. Julia R. Barcott, Yakima
12. Sonya U. Miller, Puyallup
13. Jean Pfeifer, Kirkland
14. Keith K. Koga, Seattle
15. Susan E. Jacobson, Yakima
16. Susan M. Jacobson, Tacoma
17. Judith Turner, Fox Island
18. Debra M. Brogan Elma
19. Margaret M. Flanagan, Gig Harbor

20. Evelyn L. Street, Olympia
21. Pamela O. Rimel, Yakima
22. Sally A. Baque, Olalla

ANA Staff Nurse Alternate Delegates 2008-2009

Edna P. Cortez, Lynnwood
Lorraine L. Bethay, Yakima
Dian Davis, Tacoma
Stephen R. Krauss, Bellevue
Tara D. Goode, Mill Creek
Jeaux P. Rinehart, Seattle
Pamela Newsom, Seattle
Anita A. Stull, Seattle
William S. Berko, Seattle
Connie L. Jackson, Mukilteo
Felecia A. Rachner, Port Orchard
George L. Baxter, Seattle
Harriet C. Colwell, Pasco
Iris Cantlon, Spokane
Janet L. Thurmond, Yelm
Jean M. Erickson, Vancouver
Joan Hansbery, Bellingham
Joanna Boatman, Kalama
Jon S. Olson, Kelso
Kathryn L. Ormsby, Spokane
Catherine A. Skaftun, Seattle
Larry L. Jones, Tacoma
Margaret A. Conley, Lakewood
Martha Goodall, Mead
Midge A. Marcy-Brennan, Hayden Lake, ID
Nancy E. Figy, Spokane
Patricia H. Kandraticz, Spokane
Patricia K. Murrill, Spokanel
Rebecca M. Long, Ephrata
Seaneen R. Rispens, Puyallup
Michelle R. Van Pelt, Clearlake
Sonja M. Kvamme, Seattle
Susan V. Worster, Spokane **WN**

Convention Highlights Continued from Page 9

the conversation, and the time passed very quickly. Input from the session, along with actions from the General Assembly, will be used by the WSNA Board of Directors, the Professional Nursing and Health Care Council, the Health Care Policy Council, and the Cabinet on Economic and General Welfare to update the WSNA Issues and Priorities and will help guide the work of the association during the next two years.

After a break for lunch with exhibitors, two sets of concurrent CE sessions were held. All were well-attended and received outstanding evaluations from the sessions' participants. The topics included:

- Nurse Outcomes, Patient Outcomes and the Care Environment: Connecting the

Dots

- Changing the Environment of Care
- Continued Competency and Your Practice
- Ensuring Workplace Safety for Patients and Nurses
- Catastrophic Healthcare: Will Nurses Be Safe
- Workplace Environmental Health: What You Need to Know

WSNA videotaped all of the Keynote and Plenary Sessions and several of the Concurrent sessions. These will be available on the WSNA website early this Fall, so if you missed attending these sessions in person, be sure to watch for it!

The final session of the day was the closing wrap-up session entitled "Future Directions: Where Do We Go from Here." Throughout the Convention, the CE programs, exhibits and work sessions, attendees were treated with many door prize drawings and giveaways – all generously donated by our 2007 convention sponsors and exhibitors.

WSNA would like to thank all of our speakers, sponsors, exhibitors and members who attended the Convention for helping make 2007 one of the best yet! Watch for the dates for the 2009 WSNA Convention in future issues of the Washington Nurse and plan now to attend the special WSNA's 100 Year Centennial celebration on May 6th, 2008 at the Westin Hotel in Seattle! It will be special and you won't want to miss it. **WN**

**Congratulations to the 2007 WSNA
Honorary Recognition Award Recipients!**

**2007 WSNA Community Partner
Recognition Award**

Washington Health Foundation

In recognition of significant contributions made toward
advancing nursing and the health and wellness of the
Citizens of Washington State

**2007 WSNA Honorary
Recognition Award**

RN Candidate

Sally A. Herman, RN

In recognition of her life-long commitment and
distinguished service to WSNA and ANA and her tireless
work on behalf of nurses and the profession.

**2007 WSNA Honorary
Recognition Award**

Lay Candidate

Michael Loughlin, Executive Director

Nurses Service Organization

In recognition of his longstanding commitment to
nursing and ensuring the availability of quality,
affordable liability insurance products for RNs
throughout the country.

**2007 WSNA Joanna Boatman
Staff Nurse Leadership Award**

Timothy R. Davis, BSN, RN

In recognition of his leadership and significant
contributions to the economic and general welfare of
nurses and nursing.

2007 ANA Honorary Membership Pin

Mary K. Walker, PhD, RN, FAAN

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

**2007 WSNA Marguerite Cobb Public
Health /Community Health Nurse Award**

Nancy Cherry, RN, MN

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

E&GW Update

WSNA Nurses Win Big at the Negotiation Table in 2007

During the first six months of 2007, WSNA has ratified contracts at: AMR, Good Samaritan Hospital (Puyallup), Kindred, Northwest Hospital, Sacred Heart Medical Center, St. Clare Hospital, St Joseph Hospital (Bellingham), St. Joseph Hospital (Tacoma) Tacoma General Hospital, Toppenish Community Hospital, and Yakima Regional Medical Center.

All of these contracts are for 3 years, with the wage increase ranged from:

1st Year	3.75% - 7.16%
2nd Year	3% - 6.1%
3rd Year	3% - 4%

Example: If the wages for a full-time WSNA RN at Facility X as of January 1, 2007 were \$30.00 per hour, this 3 year contract with annual wage increase and annual step increases would be:

7/1/2007	1st Year \$31.20 (4%)
1/1/2008	Step Increase \$32.13 (3% between Steps)
7/1/2008	2nd Year \$33.24 (3.5%)
1/1/2009	Step Increase \$34.23 (3% between Steps)
7/1/2009	3rd Year \$35.43 (3.5%)
1/1/2010	Step Increase \$36.49 (3% between Steps)

Over the life of this 3 year contract, this nurse would receive a total increase in wages of \$13,499.00, because WSNA nurses won big at the negotiation table!

- We made significant gains in the Weekend differential at several Hospitals and an increase in the Weekend time frame for the Night Shift RNs.
- At one facility, we were able to negotiate suspension of the employer "Attendance Policy" for the duration of the new contract. This is significant, as it had negatively impacted our nurses with the "no-fault" sick leave incident counts!
- Negotiation teams to be "paid" to be at the table with Administration. One facility negotiated pay for 16 nurses, for 9 sessions, for 8 hours each session at "straight rate of pay." ☺☺

News from the Washington Center for Nursing (WCN)

First-of-its-kind study sets nursing shortage benchmark for Washington State

It's no secret that healthcare organizations across the nation are working hard to understand and address the nursing shortage that is already affecting hospitals, clinics and other healthcare facilities, and it's no different in Washington State. A report released from the Washington Center for Nursing (WCN) illustrates the trends and forecast for the future of the RN workforce here in Washington – and what it means for patient care. This is the first state-specific Nursing Supply & Demand Study done for Washington. The study, conducted by the University of Washington's WWAMI Center for Health Workforce

Studies reveals information about the existing nursing workforce and projections for the future. Key findings include:

- The **average age of Washington RNs is 48 years**, and more than one third are 55 years of age or older. The national average age of RNs reported in 2004 was 46.8, according to the Department of Health and Human Services.
- An estimated **2,985 Washington State nurses left the workforce** (retired, changed careers, did not renew their licenses) in 2006.
- Additionally, an estimated **1,447 nurses migrated out of Washington** in 2006 to pursue nursing careers elsewhere, while an estimated **2,256 nurses migrated into**

the state last year.

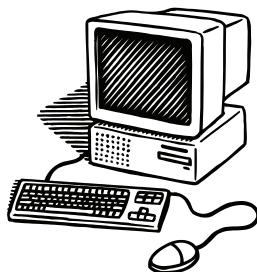
- Currently there are **58,356 RNs with active licenses** living in Washington. Of those licenses, 8.1% are held by male nurses.
- In 2006, there were an estimated **2,409 vacant nursing positions** in Washington State.

"The study clearly shows there is incredible demand for a diverse nursing workforce in the state. Using this data, the Center's job is to enhance the positive image of nursing to recruit people into nursing and retain nurses who are already active in the workforce here," said Linda Tieman, Executive Director of the WCN. **WN**

CEARP Update

2007 ANCC / CEARP Guidelines Online at WSNA Web Site

All applicants can now download all guidelines, application forms from the WSNA website at www.wsna.org, free of charge. January 1, 2007 was the implementation date for the new ANCC/CEARP criteria and standards for new and continuing Faculty Directed, Independent Study and Provider Unit applicants.



It is important that we hear from you with any suggestions, difficulties with access to these files and / or completion of the forms. Contact Kathryn MacLeod at kmacleod@wsna.org or 206-575-7979, ext. 3011. We appreciate your patience during this transition phase as we become familiar with the changes.

These new application forms are the **only** forms that will be accepted for review and approval of continuing nursing education (CNE) activities by the WSNA CEARP.

What are Some of the Major Criteria Changes for 2007?

Overview Section of the Guidelines has been created as required reading by all applicants prior to completing the appropriate application. This section will assist you in determining eligibility as well as identify some key factors in the application, review and approval processes.

Sixty-Minute Contact Hour

All approved and continuing applicants must apply the 60-minute contact hour for activities starting January 1, 2007. If a repeating activity was implemented before this date and it would be a hardship to convert to the sixty-minute contact hour, it is permitted to continue using the 50-minute hour. In order to avoid confusion, however, designate on the certificates issued that the contact hours are 50-



Every minute that our nurses take care of our babies, kids, and adults is another minute that these special people can spend time in their homes with their loved ones. There is no better gift.

Come work for a company that specializes in loving & caring in the beautiful Greater Puget Sound area of WA State. PT & FT. RNs & LPNs. Days, eves, & nocs. 8, 10, & 12-hour shifts.

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minute hours.

WSNA prior approval is required if you intend to continue the 50-minute contact hour and document the rationale

"Rush Fees" Going Up

Effective June 28, 2007, all rush fees for applications submitted less than 45 calendar days before the planned educational activity were increased as follows:

44 - 41 days:	\$ 750.00
40 - 31 days:	1000.00
30 - 21 days:	1500.00
14 - 20 days:	2500.00

No applications will be accepted for educational activities planned to occur fewer than 14 days before the application reaches the WSNA office. **WN**

Immunization Update

Three Vaccines Added to Washington's Universal Childhood Vaccine Program

Beginning May 1, 2007, a combination of federal and state funds added three new vaccines to the Washington State Universal Vaccine for Children program: rotavirus, HPV and a second dose of varicella. This program provides recommended vaccines to all children under age 19, regardless of their ability to pay. CHILDP, Washington's Health Promotion and web-based Immunization Registry system, provides tools to assist you in effectively managing these and other vaccinations for children in your practice.

"Adding these vaccines to the universal program is an excellent demonstration of Washington's commitment to children," said Dr. Neil Kaneshiro of the Washington Chapter of the American Academy of Pediatrics. "Access to these new vaccines will help to improve our immunization rates and prevent outbreaks of illness in our children and also our community at large."

CHILDP gives providers electronic tools to help with vaccine management. CHILDP can assist you by providing:

- **Parent Mailings.** Educate parents about immunizations, health and safety through age-specific mailings sent to parents of all children under age 6 in Washington.
- **Forecast tools.** Determine the vaccines a child needs at a given visit automatically, based on the specific immunization history of the child. This is especially helpful with vaccines such as Rotateq that have complicated rules for administration.
- **Reminder-recall.** Produce mailing and phone lists of children who need immunizations. Need to remind parents of kids 4-6 years old that need a second dose of varicella to be up-to-date? The CHILDP Immunization Registry offers an easy, automated way to do this, while excluding children who have a documented history of chickenpox disease.
- **Vaccine ordering - Coming soon!** Order state-supplied vaccine through the CHILDP Profile Immunization Registry.

For more information on each vaccine, visit <http://www.cdc.gov/vaccines/vpd-vac/>

WN

CHILDP is Washington State's Health Promotion and Immunization Registry system that allows health care providers to quickly look up a child's immunization history and identify which vaccines are due, past due or up-to-date. The Immunization Registry is free of charge to health care providers who have registered to participate, and can be accessed with any PC that has web access. The Registry is HIPAA compliant and secure – only participating health care providers view records. Several options are available for data entry: manual input, batch exports from billing systems and interfaces with many EMRs. Over 800 practices currently use the Registry. For more information or to register, contact the CHILDP Help Desk at (800) 325-5599 or cphelpdesk@metrokc.gov. Visit the CHILDP Profile website at www.childprofile.org. CHILDP Profile is a program of the Washington State Department of Health, in partnership with the Health and Recovery Services Administration of DSHS.

Don't Forget to Give Tdap!

As of July 1, 2007, the Tdap (Tetanus, Diphtheria, acellular Pertussis) vaccine is a school requirement for children 11 years of age who are attending Grade 6, and have not received a tetanus-containing vaccine in the last 5 years. Each year, the Tdap requirement will expand to include an additional grade until all students attending Grades 6-12 have proof of Tdap vaccination.

For additional information about the Tdap requirement, visit: www.doh.wa.gov/cfh/immunize/schools.htm or call (360) 236-3595.

Environmental Health Update

Interim Enforcement Policy for Pharmaceutical Waste Management in Healthcare

In recent studies, 80% of stream water tested positive for pharmaceutical waste. This was also found true in surface water tested in Washington State. Researchers are finding environmental health effects to wildlife such as feminization of fish due to hormones and other medicines found in the water. Although some pharmaceutical waste stream is due to excretion and family disposal, the majority of pharmaceutical waste is due to improper pharmaceutical disposal into landfills or the sewage system, which does not have the technology to filter such chemicals. It has been determined that incineration, at this time, is the best disposal method according to the Department of Ecology.

The Washington State Department of Ecology hosted a statewide teleconference on June 21, 2007 regarding the proper management of pharmaceutical waste in healthcare settings. Approximately 120 participants attended six locations around the state.

The Washington State Department of Ecology has developed an Interim Enforcement Policy for Pharmaceutical Waste Management in Healthcare to help hospitals and retail pharmacies:

- Protect human health and the environment

- Simplify pharmaceutical waste management.
- Maintain compliance with environmental regulations.

Once the Draft Interim Enforcement Policy is finalized later this summer, it will be posted online, along with information fact sheets to assist with implementation. Nurses have a professional obligation to reduce pharmaceutical waste streams, whether it is in the home or workplace, in order to improve environmental conditions. We have an opportunity to provide a leadership role in assisting medical centers develop, implement and evaluate policies and procedures for compliance with the new Interim Enforcement Policy for Pharmaceutical Waste Management. If we do not participate in the development of policies and procedures that directly affect our practice, other professions will determine what is best for nursing practice. Nurses know nursing practice best. Be an active participant. If you would like to view the presentations from the seminar go to www.ecy.wa.gov/mercury/hospitals/seminar_proceedings.html and click on underlined titles of the presentations you'd like to view at the bottom of the page. WN

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WHAT WE ARE.

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Holy Family Hospital is a building. But when you add our people, Holy Family becomes something else again ~ filled with the brilliance, the compassion, the resolve, and the commitment to excellence that truly changes lives.

Join us for an open house to learn what makes Holy Family Hospital an employer of choice. Meet our nursing leadership and staff on Monday, August 13 from 8-11 a.m. or 2-5 p.m. in our Health Education Center.

We'd like to meet you and share employment opportunities awaiting highly qualified nurses like you.

YOU'RE INVITED

Open House for highly qualified nurses
Holy Family Health Education Center
Monday, August 13, 8 – 11 a.m. or 2 – 5 p.m.

If you have questions, please call (509) 482-2111.

We look forward to meeting you on August 13.

www.holy-family.org



Holy Family
Hospital

5901 N. Lidgerwood
Spokane, WA 99208

Baby 'Green' Steps... at Evergreen Healthcare

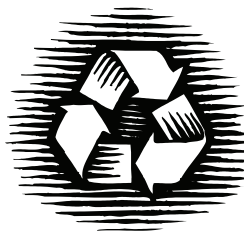
By Jim Overton, RN

There is a growing momentum in Healthcare organizations to 'green up' their establishments, and at Evergreen Healthcare in Kirkland, much of this momentum is at a grass-roots level, coming from the nurses. One of Evergreen's initial examples of this green activism was the removal of Di-ethyl-hexyl-phthalate (DEHP) from the plastic IV and feeding tubes used for the infants in the Nursery Intensive Care Unit (NICU) back in 2003-04. DEHP's use has been shown to be linked with toxicity, especially in the prepubescent male population. There are safer alternative on the market and one of the RNs on the Pediatric floor brought this information to the notice of the NICU/Pediatric floor equipment person. Fortunately for our smaller clientele, the equipment person researched the alternatives and made a complete switch to safer equipment alternatives over a span of a couple of years, with little difference in cost.

Evergreen now has a core group of RNs, who formed a 'Green' team this spring to work on reducing our environmental footprint. The group's first major achievement was to have the Administration sign up Evergreen as a partner with the organization 'Hospitals for Healthy Environment' (H2E). H2E is a resource for greening up healthcare facilities ranging from offering web services via their web site and teleconferences, to having awards for environmental excellence.

Early on, the 'Green' team realized that educating staff was a big part of the green equation, so a big part of their focus has been on increasing staff knowledge about developing a greener workplace. They have achieved this by developing a network of 'Green Contacts' on each nursing floor and in various hospital departments. These contact people act as resource to other staff and help implement the various green programs on each floor. The green team is also in the process of developing a 'Green' team web page to post and disseminate information, and they post information in the weekly hospital newsletter. They also meet with new hires and introduce them to Evergreen's green philosophy. There are also plans to have information displayed at the annual skills labs.

The green team decided to get started by tackling the 'low hanging fruit' first, so they focused on three programs to start with: general recycling, battery recycling and Third World supplies. With general recycling, a little research found out that the recycling vendor accepted all recycling materials co-mingled (versus separating paper from cans,



etc.). Therefore, the green team had the recycling changed to a more streamlined 'all in one recycling' process, and got the word out about the changes by posting signs and encouraging staff to order more recycling bins where needed.

Battery recycling was set up by volunteers. The network of floor contacts set up battery collection bins, and then they bring the batteries down to a main collection bin. Volunteers

weigh (to track data) and then transport the batteries to hazardous waste sites in the area for recycling.

Collection of Third World supplies was already happening in certain areas where there was an individual already connected to a Third World mission organization. Using the floor contacts we were able to expand the program to capture waste/surplus from other areas.

What is the future and direction of the Evergreen green team? There are a multitude of green possibilities such as decreasing pharmaceutical waste, considering composting of cafeteria waste, environmental purchasing and recycling blue wrap. What we have learned from our initial work is that progress can be frustratingly slow, and 'baby steps' must be taken as you negotiate bureaucratic red tape, system changes and myths. Many hurdles are due to the concerns that environmental changes will cost more, and this assumption is quite often incorrect, as shown by our change away from DEHP. We constantly need to remind the powers that be that we should be considering what the cost is to the environment for not implementing beneficial changes. That is why it is important to tackle the 'low hanging fruit' first to implement the most change for the least work and track your progress so you have solid data to support your programs.

Some of these programs will need to be tackled on a more regional basis and will involve more extensive networking. This is when the help of other environmental and occupational health advocates and organizations such as Health Care Without Harm (HCWH), H2E, and WSNA can be important resources. Our success with these programs so far shows the environmental concern and collaborative nature of RNs to collectively make our environment a cleaner and safer place. **WN**

Washington State Legislature Passes First-in-the-Nation Ban on Toxic Flame Retardants

The Washington State Legislature has passed the nation's first ban on all forms of the toxic flame retardants known as PBDEs. The Senate passed ESHB1024, sponsored by Rep. Ross Hunter (D-Medina), by a 41 to 8 margin. Senator Debbie Regala (D-Tacoma) sponsored the companion bill in the Senate.

"Washington State is leading the way for improving the health and safety of our children," said Hunter, who has sponsored the legislation for three years. "We've come up with a common-sense strategy for preserving fire safety while getting rid of chemicals like PBDEs that build up in our environment, in our bodies, and even in mothers' breast milk."

Major manufacturers, including HP, Dell, Sony, Panasonic, and Phillips, have already stopped using PBDEs in their products.

Sen. Regala applauded the bill's final passage, saying "Companies have proven that we don't need toxic chemicals like PBDEs to make effective products. It's up to us at the state level to move the rest of the industry toward safer practices."

The Washington State Departments of Ecology and Health requested the legislation, which is supported by Governor Gregoire, three state fire associations, the Washington State Nurses Association, the Washington Medical Association, and many others. The bill is the first one of the four Priorities for a Healthy Washington to head to the Governor's desk. While other states have passed bans on the penta and octa forms of PBDEs, which have been phased out of manufacture, Washington is the first to act on the deca form. Deca has by far the highest production volume of the PBDE forms. **WN**



WSNA Nurse Legislative Day

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



Learn about critical nursing and health care legislation to be considered during the 2008 Legislative Session.

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

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

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

2008

February 4

Olympia, WA

WSNA Welcomes New Statewide Nursing Student Organization! Nursing Students of Washington State (NSWS)

An Open Letter from the NSWS President

In January, 2007, Nursing Students of Washington State (NSWS) was created. No statewide student nursing organization operated between 1998 and the present. Nursing students are building almost from scratch a statewide organization dedicated to educational support and preparation for professional leadership, based on students' needs and those of the profession.

NSWS exists because we believe in working for the future – setting a blueprint for other students to follow towards their success in nursing; working collectively to achieve the best training for all nursing students; contributing to professional developments that will benefit all nurses; and, in summary, helping to create a necessary legacy of leadership for what I believe is bound to become a massive force of people bent on effectively filling a desperate critical need while simultaneously getting their own needs met.

Our mission statement states: "To develop a collaborative and cooperative structure between nursing schools within the state to create consistent high standards that support nursing students through education, scholarship, legislation and networking." You may read our three purposes when you visit the NSWS website, www.wsna.org/nsws/

Our immediate goals are simple: to reach the students of every nursing program during this school year, by delivering letters to them, and/or by having emails sent; to find and secure sustainable and reliable funding; and, to prepare for two events for spring, 2008, one on the east side of the state, one on the west, with presentations, exhibitors and networking, empowering opportunities for students. Spring 2008 in particular will be when we launch NSWS into the light of recognition and solidify our



commitment to our purpose and future. As professionals in the field today, you know the pitfalls, challenges, and rewards from your work. This introduction is meant to make professional nurses aware that there is a student organization where one hasn't existed for over eight years. It is also meant to encourage your support: financially to help sustain us, intellectually to help inform us of issues where we may overlap – student and professional, and physically as mentors where new graduates begin work. (You'll see an article by our Mentoring Committee Chair, JaNee Mooney, with information about how to become a mentor.) NSWS will serve as a leader among students and a participant and change agent within our nursing institutions. Among professionals, NSWS will be an asset, an extension to your voices, and a legacy helping foster greatness in students with whom you will inevitably be working.

Thank you for your support and your attention to the future of all of us.

Sincerely,
Deanna Vesco, President NSWS
Seattle University College of Nursing

We Are Looking for a Few Good Mentors

**by Janee' Mooney,
NSWS Secretary
Treasurer, Walla Walla
Community College
Nursing Program**

We are your future coworkers. We are the people who will be taking care of your parents, your children and yourselves. If you could tell us just one thing, what would it be?

Nursing Students of Washington State is launching their mentoring program to bridge the gap

between the professional nurse and the student. We believe this is going to be an invaluable resource to both students and the nurses who mentor them. Students want to learn from those who are willing to share and professionals want new graduates who enter the workforce with more than the rote curriculum that they learn in school. We want to see both sides achieve their goals.

Why be a mentor? I have heard it stated many times from mentors that they get as much as they give. While they teach, they also learn. You will validate your skills, put your time into sculpting your future coworkers, gain friendships, and feel a sense of pride when "your" graduate walks across that stage and then calls you to tell you that she had her first life-saving experience. It may energize you or make a flame that has been dimming under all the overworked and under-appreciated days shine brightly again.

You will get the contact information for your mentor and then set the guidelines for how and

when they may contact you. You may see your mentor face-to-face or you may be a distance mentor. And we will be there to help facilitate your mentoring. With tips and helpful hints, we have designed this program to be a win-win situation for all.

Maybe you have had a wonderful mentor in your past or maybe you wish that you had. This is your chance to be that person to someone else. Someone who doesn't have the professional experiences that you have had - the split second decision that saved a man's life, the timely interventions that were given to the new baby, the hand that comforted as the woman took her last breath – moments that have piled onto one another and led to the experience and expertise you have. Is it wisdom and expertise that you are willing to share?

If you are interested in changing the world one life at a time, go to our website, www.wsna.org/nsws/ and click on the mentor link. Thank you. **WN**

Cardiology - Teaching Associate/ARNP

The Division of Cardiology at the University of Washington has an outstanding Faculty 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. Participation at weekly Transplant Conference and discussions about hospitalized heart failure and post-transplant patients is also required.

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.

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

FREE for all nurses

SAFE NURSE STAFFING REGIONAL WORKSHOPS

Featured Speaker

David M. Keepnews, PhD, JD, RN, FAAN
National expert on nursing and health care policy

Speaker

Anne Tan Piazza
WSNA Director of Governmental Affairs & Communications

Get **FREE** Continuing Nursing Education Credits.

For more information about times and locations and registration, visit **www.wsna.org**.

HEAR THE RESEARCH

Confirming the difference RN staffing makes in the safety and quality of care that patients receive.

LEARN ABOUT WSNA'S EFFORTS

For legislation to require safe nurse staffing standards in Olympia.

BE AN ADVOCATE

For safe staffing in your hospital and in Washington State.

SPOKANE
Saturday, October 06, 2007

VANCOUVER
Monday, October 10, 2007

RICHLAND
Wednesday, October 24, 2007

BELLINGHAM
Monday, October 08, 2007

MOUNT VERNON
Monday, October 22, 2007

YAKIMA
Thursday, October 25, 2007

OLYMPIA
Tuesday, October 09, 2007

TACOMA
Tuesday, October 23, 2007

SEATTLE
Saturday, October 27, 2007

The Washington State Nurses Association (OH-231, 8/31/09) is an approved provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Please note: to receive contact hours for WSNA continuing education, the participants must be physically present for 100% of the content being presented. This includes any discussion, questions and answers that may result from the presentation.



WSNA WASHINGTON STATE
NURSES ASSOCIATION

2007 WSNA Local Unit Leadership Conference

September 23-25, 2007

Chelan, Washington



Sunday September 23, 2007

Noon - 1 PM

Early Registration

1:00 - 6:00 PM

Fall Local Unit Council Meeting

All Welcome

Monday September 24, 2007

8:00 - 8:30 AM

Breakfast

8:30 - 9:00 AM

Welcome and Introductions

9:15 AM - 12:30 PM

Workshop I: Workplace Advocacy

A. Advanced Grievance Handling

*Presented by the University of Oregon
Labor and Education Research Center*

This course will focus on effective strategies for investigating, analyzing, and presenting complicated grievances involving discipline and discharge. Participants will study common standards of discipline used by arbitrators and will explore alternatives to grievance filing and their impact on staff morale and union solidarity.

- ▶ For experienced grievance officers with actual grievance experience.

B. Basic Grievance Handling

*Presented by the University of Oregon
Labor and Education Research Center*

Are you interested in learning how to be a grievance officer? Learn how to investigate grievances, apply standards of discipline and discharge, and how to use grievances as a union building tool.

- ▶ For new officers interested in learning the basics of grievance handling.

C. Arbitration, Mediation and

Alternative Dispute Resolution

*Presented by Timothy Sears JD,
Michael Sanderson JD, and Linda Machia JD*

This class is designed for experienced

grievance officers and Local Unit Chairs who want to learn more about three processes that are used for resolution of grievances: arbitration, mediation, and alternative dispute resolution.

12:30 - 1:45 PM

Lunch

1:45 - 6:15 PM

Workshop II: Strengthening Our Communication Systems

A. Communication Skills

*Presented by the University of Oregon
Labor and Education Research Center*

To be an effective union activist, elected officer, or Local Unit Rep., you need good communication skills. This course will help you assess your current communication style and help you improve your interpersonal communication, listening skills, public speaking, and skills of persuasion. Learn effective ways to deliver WSNA's message - to members, to management, and to the public.

B. Making Meetings Work: Parliamentary Procedure and Other Strategies

*Presented by the University of Oregon
Labor and Education Research Center*

Whether you chair them or attend them as a member, union meetings are a fact of life. If they are effective, they can help build the union; if not, they contribute to member apathy. Learn how to improve our own meetings through solid preparation, an action orientation, efficiency, involvement, and follow-up. This class will also cover the basics of parliamentary procedure and alternative rules for smaller, informal meetings.

C. The Anatomy of a Raid: The WSNA Experience 1983 - 2007

Presented by Judy Huntington, MN, RN, Barbara Frye, BSN, RN and Lorraine Seidel, RN, MA

In the 1980's, WSNA lost half of its membership and came close to bankruptcy as a result of a calculated and determined campaign by rival unions, our own members, and internal strife. Learn what factors were in play that set in motion what

we now call "the raids." Learn how you can recognize danger signals and stop them in their tracks. Learn how WSNA reinvented itself, recovered, and rebuilt. Hear the story from people who lived it - on both sides.

7:00 - 9:00 PM

Awards Banquet (Supper Club Theme)

Tuesday September 25, 2007

8:00 - 8:30 AM

Breakfast

8:30 - 9:30 AM

The AFL-CIO, the House of Labor: A Powerful Partner

Rick Bender, President of the Washington State Labor Council, AFL-CIO

9:45 - 12:45 PM

Workshop III: Developing Leaders

A. Leadership Skills

*Presented by the University of Oregon
Labor and Education Research Center*

This class will address challenges facing unions today and implications for union leadership. You will identify your own leadership style, learn about working with and motivating union members, consider new leadership strategies and techniques, and discuss issues of power and ethics in unions.

- ▶ For new and aspiring leaders.

B. Building Unity and Power

*Presented by the University of Oregon
Labor and Education Research Center*

To survive and grow in tough times, unions need power. Power in the workplace means a membership that is mobilized to fight for a fair contract, works together to solve problems at work and to build unity among nurses, and is informed about and active in the life of the union. This class will help you identify why members aren't more involved and will explore concrete ideas for building member participation and union power.

C. The Anatomy of a Raid: The WSNA Experience 1983 - 2007

Presented by Judy Huntington, MN, RN, Barbara Frye, BSN, RN and Lorraine Seidel, RN, MA

In the 1980's, WSNA lost half of its membership and came close to bankruptcy as a result of a calculated and determined campaign by rival unions, our own members, and internal strife. Learn what factors were in play that set in motion what we now call "the raids." Learn how you can recognize danger signals and stop them in their tracks. Learn how WSNA reinvented itself, recovered, and rebuilt. Hear the story from people who lived it - on both sides.

12:45 - 1:45 PM

Lunch

1:45 - 2:45 PM

The American Nurses Association

Barbara Crane, RN, member of the ANA Board of Directors, Chair of the New York State Nurses Association E&GW Cabinet, leader of the St. Catherine strike, brings greetings from our national organization.

2:45 - 3:00 PM

Wrap Up

Continuing Nursing Education contact hours will be awarded.

The Washington State Nurses Association (OH-231, 8/31/09) is an approved provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Please note: to receive contact hours for WSNA continuing education, the participants must be physically present for 100% of the content being presented. This includes any discussion, questions and answers that may result from the presentation.

2007 LOCAL UNIT LEADERSHIP CONFERENCE AGENDA

HOTEL & TRAVEL

Location

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

Reservations

Contact Campbell's at 1-800-553-8225 or 509-682-2561. Mention the Registration Group Code "WSNA" when you call.

Directions

For driving directions from Eastern or Western Washington, visit our Web site at www.wsna.org/events/2007/leadership/

✂ Detach here

2007 LEADERSHIP CONFERENCE REGISTRATION

First Name _____

Last Name _____

Informal First Name _____

Credentials _____

Address _____

City _____ State _____ Zip _____

E-Mail _____

Local Unit _____

Local Unit Officer Title _____

of Leadership Conferences previously attended _____

of Years as WSNA Member _____

Fees

Attendance Fee: \$300

Additional guests at the Awards Banquet:

☐ Yes, I will have _____ guests at \$25 each

Total Amount Due to WSNA:

\$ _____

Payment

☐ **Check / Money Order** payable to WSNA

☐ **Visa / Mastercard**

Card Number

_____ - _____ - _____ - _____

Exp Date _____ / _____

Print Cardholder's Name

Cardholder's Signature

☐ **Local Unit**

My registration fee is to be paid by

Local Unit

Signature of Local Unit Chair/Co-Chair

Concurrent Sessions

Circle one for each session below:

Session I: A* B** C

Session II: A** B C

Session III: A B C

* For Experienced Leaders Only

** For New & Aspiring Leaders Only

Your T-Shirt

Circle one: Women's Men's

Circle one: S M L XL 1X 2X 3X 4X

Return this form to WSNA by mail to

575 Andover Park West, Suite 101, Seattle, WA 98188 **or by FAX** to (206) 575-1908.

For **questions or special needs**, contact Deb Weston by phone at (206) 575-7979, Ext 3003 or by email at dweston@wsna.org.

Continuing Education Calendar

Note: The Washington State Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. If you wish to get contact hours approved for your educational activities, go online to www.wsna.org/educate/ce_forms.asp.

August 2007:

Healthy Families, Healthy Communities; Planned Parenthood of Western Washington; Olympia, WA; August 21; Fee: \$85; Clock Hours: Pending; Contact: Reeni Nair at (206) 328-6882 or email: Ashreeni.nair@ppww.org

Healthy Families, Healthy Communities; Planned Parenthood of Western Washington; Seattle, WA; August 22; Fee: \$85; Clock Hours: Pending; Contact: Reeni Nair at (206) 328-6882 or email: Ashreeni.nair@ppww.org

September 2007:

Health Care Resources Management; Pacific Lutheran University; Tacoma, WA; Wednesdays, September 5 – December 12, 5:00-8:00pm; Fee: \$669; Contact Hours: 37.5; Contact: A

Geriatric Pharmacology; Pacific Lutheran University; Tacoma, WA; September 20, 8:30am-4:30pm; Fee: \$99; Contact Hours: 6.25; Contact: A

Sued – Who Me? How to Limit Risk; Pacific Lutheran University; Tacoma, WA; September 20, 6:00pm-8:30pm; Fee: \$29; Contact Hours: 2.2; Contact: A

Moving Beyond Conflict to Healthcare Improvement; Pacific Lutheran University; Tacoma, WA; September 21, 9:00am-4:00pm; Fee: \$99; Contact Hours: 5.5; Contact: A

Beyond Ordinary Nursing; Integrative Imagery, Union, WA; September 21-23; Fee: \$475 - \$500; Contact Hours: 21.5; Contact: Helen Gmazel at (425) 483-9374 or email: imagine@integrativeimagery.com

Introduction to School Nursing; Pacific Lutheran University; Tacoma, WA; Saturdays-September 29, October 6, 20 & 27, 8:00am-4:30pm; Fee: \$445.00; Contact Hours: 25; Contact: A

October 2007:

Spanish for Health Care Providers; Pacific Lutheran University; Tacoma, WA; Wednesdays, October 4 & 18, 8:30am-4:30pm; Fee: \$209.00; Contact Hours: 12.5; Contact: A

November 2007:

MRSA: The Challenge: What you don't know can hurt you; Pacific Lutheran University; Tacoma, WA; November 7, 6:30pm-8:30pm; Fee: \$29.00; Contact Hours: 2.0; Contact: A

Carbohydrate Counting for Healthcare Providers; Pacific Lutheran University; Tacoma, WA; November 29, 6:00pm-9:00pm; Fee: \$25.00; Contact Hours: 3.0; 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: 2.0; 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

Hepatitis Web Studies; Contact Hours: .5; Contact C

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

IMPACT: Web-Based Training in Evidence-Based Depression Care Management; Contact Hours: 12.4; 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

Medication Administration for Safe Clinical Practice; Contact Hours: 7.0; 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

Patient Safety Leadership Tutorial; Contact Hours 3.5; Contact C

Prescribe, Deny or Refer? Honing Your Skills in Prescribing Scheduled Drugs: Contact Hours: 10.4; Contact C

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

Ostomy Management Education Program 2007: Contact Hours: 120.0; Contact: C

RN Refresher Course; Fees: Theory: \$500; Health Assessment and Skills Review: \$500; Clinical Placement for Precept 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 Academy-Course 1 Wound Assessment & Preparation for Healing; Contact Hours: 4.3; Contact C

Wound Academy-Course 2 Lower Extremity and Pressure for Ulcers; Contact Hours: 6.8; Contact C

Wound Academy-Course 3 Dressing Selection & Infection Tuition; Contact Hours: 2.5; Contact C

Wound & Ostomy Care Update 2006; Contact Hours: 15.0; Contact C

NURSE FOOT CARE TRAINING

The 10th Annual **Nurse Foot Care Training Program** Saturday, Nov. 10th 2007, at the Cherry Hill (Old Providence) Campus of Swedish Hospital Seattle. Topics will include routine nail & skin care, diabetic foot conditions & care, common foot problems & treatment, vascular problems, instruments/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 Med. Assn (checks to WSPMA)

PO Box 22368
Seattle, WA 98122

PH. (206) 922-3587

Email: nwpodiatry@aol.com

Web: WSPMA.org

A. Pacific Lutheran University School of Nursing

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

B. Bellevue Community College

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

C. University of Washington School of Nursing

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

D. Intercollegiate College of Nursing

Washington State University College of Nursing
Professional Development
2917 W. Fort George Wright Drive
Spokane, WA 99224-5291
509-324-7321 or 800-281-2589
www.icne.wsu.edu

E. AdvanceMed Educational Services

2777 Yulupa Ave., #213
Santa Rosa, CA 95405
www.advancemed.com

F. Virginia Mason Medical Center

Clinical Education Department
Barb Van Cisló, CNE Coordinator
Continuing Nursing Education, G2-ED
1100 Ninth Avenue – G2-EDU
Seattle, WA 98101
(206) 341-0122
(206) 625-7279 fax
Barbara.vancislo@vmmc.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

Many additional Independent Study course offerings are available online from these providers:

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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

Membership Update

By Patrick McGraw

Are you planning on taking a vacation in the near future? If the answer is yes, remember that being a member of WSNA and ANA can help you to save money on rental cars and hotel rooms.

Alamo Rent-A-Car offers discounted rates to WSNA members, so go ahead and get that convertible! For further information on how to save on rental cars with Alamo, call 800-354-2322 and reference WSNA's organization number #706768.

Choice Hotels International® offers members a savings of 15% at over 5,000 participating Comfort Inn®, Comfort Suites®, Quality®, Sleep Inn®, Clarion®, MainStay Suites®,



Econo Lodge®, Rodeway Inn® and Suburban Extended Stay® brand hotels worldwide! Call 800-258-2847 to book in advance and remember to

reference the ANA Special Rate Identification #00803235.

For information on the many other benefits available to members, please visit the membership section of www.wsna.org. Now start making those plans and have a great trip!

WN

New Members

DISTRICT 01 WHATCOM COUNTY

ASDAL, DENISE
CLAYTON, ALICE
CRUM, APRIL
DELORIER, FRANK
ENOS, CALE
GOODWIN, AMANDA
HAMMOND, CHRIS
KITTLESAN, DENISE
LEVY, CYNTHIA
MCGAUGHY, JAN
NUSSLOCK, IRENE
PALMER, AARON
SHERWOOD, LAURA
SMITH, PHILIP
STARINCHAK, LISA
VAN WEERDHUIZEN,
REBECCA
WALSTON, HEATHER
WEBB, JANET
ZURAWSKI, JUDY

DISTRICT 02 KING COUNTY

ADAMS, TRESSA
ANDERSON, MARKIE
ANDRUS, SHAUNA
ASFAW, ASMERET
BANGCADO, SUSAN
BENEDUSI, JOAN
BENTLEY, STEVEN
BETTERS, DAWN
BLECHMAN, KATHRINE
BOBAR, SUNSHINE
BOTE, ANGELO
BROWN, PATRICIA
BRYANT, STACEY
BUTCHER, KERRY
CAUFIELD, SARAH
CHRISTENSEN, DEBORAH
CLARKE, WENDY SUE
COONEY, PASHA
DAVIDSON, CHERI
DE CASTRO, RACHEL
DEGARMO, ANN
DEGIORGI, SUZY
DEVOILLE, DANIELLE
DOYLE, SAMATRA
DRISCOLL, KATHLEEN
EDDY, TERRI
ELLIOTT, LAURA
ELLIS, ELEANOR
EMERY, TERRY
ENRIGHT, EDWARD
ETZKORN, MEGAN
FALK, MELINDA
FISCHER, KATHRYN
FULLER, KATHRYN
GALLAGHER, AMELIA
GEIGER, JESSICA
GILL, RABINDER
HAAKENSTAD, INGER
HALLAMEYER, NATALIE
HALPERN, BRIAN
HALVORSON, JESSICA
HANSEN, RYNA

HERSHEY, LANDIS
HEWITT, KATHRYN
HOSKEN, RYAN
ITOH, AKANE
JACOBS, JULIE
JOSLIN, MICHAEL
KACZMAREK, KIMBERLY
KAHUE, JESSICA
KENNEDY, JIM
KENNEDY, JOYCE
KENNELLY, MAUREEN
KOELLE, JUNE
KONNERUP, VALERIE
KREZOWSKI, LEANN
LAFAYETTE, BARBARA
LASALLE, BRENDA
LATTER, ANDREW
LE, THUY
LEE, NANCY
LEGG, SEAN
LINVILLE, PATRICK
LOCKWOOD, DAWN
MACHIN, REBECCA
MALIMBAN, MARY JANE
MARTIN, BECKY
MATHESON, KIMBERLY JOY
MCLAUGHLIN, BREA
MCLEMORE, CYNTHIA
MCLEMORE, CYNTHIA
MCLEOD, CATHERINE
MCMILLEN, VIOLA
MEAKO, MICHELLE
MERCE, REBECCA
MERKLE, ALANNA
MERRIHEW, EMILY
MOSSE, DARLA
MUNIZ, JODI
MURDOCK, MELINDA
MURPHY, ALANA
NERPIOL, EUGENE
O'CONNELL, BRENDA
OLSON, KATE
PATNOE, CHRISTINE
POPPELWELL, MARILYN
PRADO, ERIC
RAMOS, LIA
ROACH, STEPHEN
ROBISCHON, SHYLA
RODGERS, KERRY
ROMICK, FLORA
RONCO, WENDY
SAKODA, MICHELLE
SCHNARR, KRISTINA
SCHOLTES, CHRISTY
SCOTT, JOCELYN
SEGER, KATIE
SHEAN, PAUL
SKJERVEM, BRITTNEY
SOMMERS, JOHN
SQUIRES, LINDA
STEPHEN-SELBY, HEATHER
SYMPSON, ELIZABETH
TERREL, ANN
TILLEY, MEGANN
TODD, MARY
TOLDA, SHANTI
TURNER, JULIE

UCHIYAMA, NOBUKO
URSICH, THOMASINA
VAN, ANH THU
VARGAS, HEIDI
VITACCO, LISA
WALKER, JOHN
WEAVER, NELLA
WEBBER, CHRISTINE
WEINTHAL, TIERRE
WHITE, KASSANDRA
WHITEPINE, BETH
WILCOX, LINDA
WILDING, JACQUELINE
WILLIAMS, ROBIN
YABUT, MARIE
YUSOPE, AISHAH

DISTRICT 03 PIERCE COUNTY

ACREE, EMILY
ANDERSON, AMANDA
ARGERIS, PETER
ARRINGTON, GEORGIA
BAURE, DAVID
BEAUREGARD, ANGELA
BOIES, SHANNON
BOND, JESSICA
BRACKMAN, DEBRA
BRAMAN, CORI
BROWN, AMANDA
BUCHHOLTZ, MARY
BURKE, CHRISTINA
CACACE, PETER
CARROLL, WAKAKO
CHAVEZ, JULIA
CLARK, KATHY
CRUZ, JUDY
CUMMINGS, SUSAN
DICKINSON, DESIREE
DIRWAYI, JOHN
DOODY, ALLYCE
DOUGLAS, ANDREA
DREILING, CHERI
DRUMMOND, MARY
FORNENGO, ASHLEY
GARTMAN, SAMANTHA
GILL, DANNA
GLENNON, ADRENA
GODMINTZ, JOANNE
GONZALEZ, ELIZABETH
GRANT, ANN-MARIE
GROO, JULIE
HAMILTON, TERESA
HARKNESS, KAREN
HAY, ELIZABETH
HAYES, CATHERINE
HOLLYWOOD, MARIA
HOPKINS, SHELLEY
HUNTER, JACEY
HURLBURT, CARLA
IDIO, ANA MARIE
JAMES, REBECCA
JARRELL, JULIE
JENKINS, STEPHANIE
JONSON, VASHTI
JORDAN, PATTI
JUNG, HEAREE

KANAN, SANDRA
KELLEY, COURTNEY
KELLY, WILLIAM
KIKUTA, JESSICA
KOCHER, CHRISTI
KOSKIE, KATHLEEN
LAND, SARAH
LEHMAN, CORTNEY
LI, JANET
LUNT, RENEE
MANNING, ROSEMARY
MARTIN, MARIAN
MCCLUNG, DARCY
MCELWRATH, SHANE
MEADOWS, MELISSA
MEANS, MICHAEL
MIRAN, JAMES
MIYASHIRO, RAE
MONAGHAN, LUZVIMINDA
MORRIS, MARGARET
ODONGI, JESICA
OTT, MARGARET
PETERSON, SARAH
PURDY, PAUL
RAMSTAD, JENNIFER
RHODES, APRIL
ROBERTS, MARY
ROHRER, DARLA
ROSS, MICHELLE
SAECHAO, AMBER
SANDERS-VELICKOFF,
SHELLEY
SCHAFF, RANETTE
SCHUESSLER, JAMIE
SCOTT, ANNE
SELLERS, KAREN
STEELE, KANDRALYN
STRAUSS, ELIZABETH
STROHBUSCH, NANCY
TOLER, JENNIFER
VANCE, LEANN
VILLAGRACIA, MARISA
WALKER, LYNN
WATT, HELEN
WIGBOLDY, MARY
WILLIAMS, ELIZABETH
WOJCIECHOWSKI, CHARLETT
XU, JIN

DISTRICT 04 SPOKANE / ADAMS / LINCOLN / PEND OREILLE

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BEAR, BROOKE
BEATTY DALY, JENNIFER
BEDRYAK, YEUGENIY
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BJELKENGREN, JASON
BROWN, MEGAN
BRUNETTE, JENNA
CONNOR, CHRISTY
CORNWALL, TIM
CRANE, KATHRYN
CUNNINGHAM, JUDY
DACH, HEATHER
DOOTSON, LEAH
DUTTON, BRIANNE

FAIRMAN, BRENDA
FENDER, TYREE
GAGNON, JULIE
GOODRICH, MARY
HABERBUSH, BRIAN
HAJJAR, RIMA
HALL, AARON
HOWARD, NATHAN
JESSEPH, JESSICA
JOHNSON, JANE
JORGENSEN, KIMBERLY
KINNEY, CHERIE
LAABS, CAROL
LEVCHENKO, YELENA
LEWIS, CAROLYN
MACARTHUR, REBECCA
MARTIN, SUSAN
MCGINN, KERRY
MILLER, ERIC
MILLER, JESSICA
MINER, KELA
MIRES, AMY
MONTGOMERY, POSHE'
MORLAN, DEBRA
MULLINS, JERI
MYERS, HANNAH
NAZAR, TATYANA
NELLI, JOHN
PACHECO, MARCY
PATTERSON, MARY
PIERCE, JOLIENA
RESSEMAN, PATRICIA
ROBERTSON, ALLISON
RODRIGUEZ, PAUL
ROPP, SUSAN
RUSSELL, ELIZABETH
RUSSELL, WILLIAM
SAPONE, SHERI
SCALES, MARILYN
SHACKELFORD, RACHEL
SHAW, DIANNE
SHAW, LEEANN
SPRINGMAN, CARRIE
STOCKTON, LORRAINE
TAYLOR, TARA
THOMPSON, TRINITY
THYSSEN, SONIA
TOMARO, JULIE
VAUGHAN-MARTON,
JENNIFER
VOTAVA, LUANNE
WEBB, TAWNIE
WEBER, LISA
WELCH, JAMIE
WESTON, MARGARET
WIEBOLDT, MARY
WILLIAMS, MARY
WILSON, JANET
WILSON, KIMBERLY
ZIELKE, MICHELLE

DISTRICT 05
WALLA WALLA/COLUMBIA
HOFMANN, SUSAN

DISTRICT 06
YAKIMA CITY/N. YAKIMA
AHRENDT, LILLIAN
BRYANT, ANJANETTE
COFFMAN, JANET
DEMOS, AMBER
HULL, CHAD
MAGLIETTI, DANIELLE
MARRS, TAMRA
POFF, LAWRENCE
ROCKWELL, MEGAN
RUEGSEGG, SHIRLEY
SMEBACK, MICHELLE
WALKER, KELLY
WHITESIDE, LYNN

DISTRICT 07
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BEALL, CAROL
BOURGEOIS, BARBARA
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HAIR, ALBERT
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KONICKE, CYNTHIA
MACLENNAN, MARY
MALMBERG, SHEILA
MASON, JENNIFER
MCCABE, CAITLIN
MCEACHERN, TIFFANY
MOSE, SANDY
PHILLIPS, CYNTHIA
RIVERA, TONYA
ZUTTERMEISTER, CHRISTINE

DISTRICT 08
GRAYS HARBOR
CONVERSE, ORRIN
GATES, REBECCA
LOUGHRAN, DANNIELLE

DISTRICT 09
SNOHOMISH COUNTY
HAUGEN, SAUNDRA
MONTROYA, BRENDA

DISTRICT 10
WAKIAKUM/COWLITZ
BROWN, DONNA
CHAVEZ, SANDRA
DEROSIER, KELLY
ERICKSON, MEGAN
GARNER, JULIE
KNOEPP, WENDY
TUNAK, JOANN

DISTRICT 11
CLARK/SKAMANIA
AN, CAROLYN
BURMEISTER, SUSIE
BYERS, KATHRYN
DISH, SARA
DOBLES, JO ANN
GUINASSO, JANINE
KOPMAN, RHONDA
LEBEDEV, OLGA

LOWTHER, LAURETTA
NOLAND, BARBARA
NORZOM, CHUKIE
PILLETTE, DARCI
SCHREINER, MARY
STEVENS, LACY
WALKER, KRISTEN
WEITZEL, SHEILA
WILLIAMS, RUTH
WITTHAUS, ELVI

DISTRICT 14
WHITMAN COUNTY
BLAKER, NICOLINE
CARVER, CYNTHIA
NICHOLAS, JENNIFER
PERKINS, JACLYN
SALINAS, CHARLOTTE
SKELTON, CAROLINE
SONDGEROTH, JASON

DISTRICT 15
BENTON / FRANKLIN
BARBER, NICOLE
CARYL, CECILIA
FOX, THEA
GROENEWEG, LISA
JENKINS, KAREN
KAPTEIN, JODI
KLEYN, VICTORIA
SCHNEIDER, CINDY
SCHOENGARTH, CHRISTINE

DISTRICT 16
SKAGIT / ISLAND / SAN
JUAN
ANDERSON, JENNIFER

BLACKER, ROLANDA
BRIGGS, BARBARA
CHAFFEE, HEATHER
CHUDY, JEANNE
EDWARDS, LAURA
ELLERY, KRISTIE
ENGLAND, DAYLE
GARRISON, KATE
HENDRICKS, MORGAN
KARG, LEANNA
KIM, INSON
MADURA, JILL
MICKSCHL, DEBBIE
MORGENTHALER, KELLY
SCHMICK, NICOLE
SEVERN, LARA
STAAT, REBECCA
STEWART, SUSAN
THOMAS, CANDACE
VASILEFF, JENNIFER
WETHERELL, JENNIFER

DISTRICT 17
KITSAP
SAAR, LISA
TERUEL, CLAUDIA

DISTRICT 18
KITSAP
O'NEIL, MARGARET
WALLACE, NOELLE
WILLIAMS, ELIZABETH

DISTRICT 98
ALL OTHER COUNTIES
BENHAM, BEVERLY
ENRIQUEZ, JUDITH

R E 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.*

Nursing News Briefs

Patty Hayes New Executive Director of WithinReach

After twelve years with the Department of Health, Patty Hayes, MSN, RN, announced that she is leaving DOH on August 1 to become the Executive Director of WithinReach (formerly Healthy Mothers / Healthy Babies Coalition of Washington). She succeeds Ginny English, who is retiring after 17 years as the organization's Executive Director.

A Member of the WSNA Hall of Fame, Patty has been the Assistant Secretary for the Community and Family Health Division in Washington State's Department of Health, with responsibility for a wide variety of public health programs including Maternal - Child Health; Immunization; and Women, Infant and Children (WIC). She previously has served as the Department's Director of Policy, Legislative, and Constituent Relations and as Executive Director in Health Systems Quality Assurance. She has also served as the Associate Director of Federal Government Affairs for the American Association of Nurse Anesthetists in Washington, D.C.

A longtime WSNA member, Patty left DSHS in 1984 to begin employment with WSNA as the Government Relations Specialist. In her 7.5 years on staff with WSNA, Patty served as the Government Relations Specialist, the Director of Nursing Practice and Government Relations and as the WSNA Executive Director from 1989-1992.

WithinReach, formerly known as Healthy Mothers / Healthy Babies Coalition of Washington, annually connects nearly 60,000 Washington families to health resources in their local communities. Five statewide hotlines link families to free



or low-cost health insurance, food resources, immunizations, breastfeeding support, family planning services, parenting support, child development screening services and other social and health programs.

56th Annual Governor's Industrial Safety and Health Conference

The "56th Annual Governor's Industrial Safety and Health Conference" is being held September 26-27, 2007 in Tacoma at the Greater Tacoma Convention Center. Health Care Sessions include:

- Recognizing Potential Violence in the Workplace
- Violence in the Workplace and De-escalation
- Techniques MRSA, VRE, and Other Emerging Viruses

For more information and how to register, go to <http://wagovconf.org>

New Inductees to the National League for Nursing Academy of Nursing Education

Janice Ellis and Celia Hartley, both previous Directors of the Shoreline Community College Nursing Program, will be inducted into the

National League for Nursing Academy of Nursing Education in September. This is a new honor from NLN for individuals who have made "enduring and substantial" contributions to nursing education. The credential is ANEF (Academy of Nursing Education Fellow).

<http://www.nln.org/excellence/academy/>

UW Names Marie-Annette Brown to Group Health Professorship

Long-time WSNA member, Marie-Annette Brown, PhD, RN, FAAN, professor of family and child nursing at the University of Washington School of Nursing, is the recipient of the School's new Group Health Endowed Nursing Professorship in Chronic Illness Care. Brown's work as an educator, researcher and nurse practitioner (NP) gives her firsthand knowledge of the many roles nurses play in caring for patients with chronic illnesses. Brown is known for her expertise in grief and loss, sub-syndromal depression and NP practice. In her study on families dealing with HIV/AIDS and cancer, she provided care giving information and group support via telephone to lay caregivers in outlying areas of the Pacific Northwest. She has also studied pioneer NPs, novice NPs and practice issues such as prescribing barriers faced by Washington State NPs. Her specialization in women's health and her expertise in chronic menstrual cycle problems contribute to her success as a family nurse practitioner at the UW Medical Center Women's Health Care Clinic. Her research about mild depression led her to coauthor a book called "When Your Body Gets the Blues."

The professorship allows the school to recruit, retain, reward and recognize distinguished faculty who conduct research and teaching in the area of

chronic illness care. Established with a \$250,000 gift from Group Health Cooperative, the professorship also provides the UW much-needed support at a time when nursing schools across the country are facing a significant faculty shortage. In particular, this professorship supports an outstanding faculty leader's work in educating future nurse leaders, both in academic and clinical settings. It also helps the school and Group Health promote recognition of the ways in which nurses' support and improve patient care. **WN**

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WSNA Awarded "Patriot Award" for Employer Support by the ESGR

Barbara Frye, BSN, RN, WSNA Director of Labor Relations, and Judy Huntington, MN, RN, WSNA Executive Director, were recently presented with the Employer Support for the Guard and Reserve (ESGR) Patriot Award.

The award recognizes the support that Barbara and WSNA have given to the Army Reserve Corp, and was nominated by WSNA staff member, Jesse Kesler, BSN, RN, currently serving his third tour of duty as a Registered Nurse and Captain in the Army Reserve. He is currently assigned to Walter Reed Hospital and Medical Center in

Washington, DC. WSNA continues to preserve his job here at home while he serves our nation.

The ESGR is a Department of Defense organization. ESGR was established in 1972 to promote cooperation and understanding between Reserve component members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. The mission of ESGR is to gain and maintain active support from all public and private employers for the men and women of the National Guard and Reserve. [WNI](#)



District News

District 2 (King County Nurses Association)

KCNA Honors Outstanding Nurses at Annual Banquet

The King County Nurses Association honored five "Shining Star" nurse award recipients at its 104th Annual Meeting & Spring Banquet on May 16 at The Canal Restaurant in Seattle. Shining Star Awards were presented to:

Gigi Gempesaw, RN, Virginia Mason Medical Center is assistant nurse manager on the Pulmonary Thoracic Surgery Unit of Virginia Mason Medical Center. She moved here from the Philippines as a teenager, and began her career at Virginia Mason as a pharmacy messenger. Seeing nurses in action inspired Gigi to become a nurse, and she completed nursing school while working full-time. She has been an RN since 1986, and earned her BSN degree in 2006.

Anna Liza DeVega, RN, Northwest Hospital, a staff nurse in telemetry, graduated from the University of the East in the Philippines in 1995. She became interested in nursing thanks to an older sister who is a nurse, and worked in medical oncology and employee health prior to assuming her current position.

Dr. Martha Worcester, Seattle Pacific University is retiring from her position as an associate professor and director of the Nurse Practitioner Pathway at Seattle Pacific University. Her special interest is in gerontological advanced practice. Aside from her job at SPU, Martha also works as a nurse practitioner at Providence Elder Place in Seattle, and is involved in two research projects. She is known for her deep commitment to excellence in nursing and for her strong leadership skills.

Bette Perman, professor, Shoreline

Community College is a professor at Shoreline Community College (since 1990) and the director of the nursing program for the past three years. Under her leadership, Shoreline has made curriculum changes to bring graduates into the 21st century. Bette began her nursing career in 1969 and holds an associate degree in nursing, a BSN and a Master's in Nursing. Bette is known as a passionate advocate for nursing, and has been an influential role model for Shoreline graduates and faculty.

The All-Star Award went to: Joan Garner, RN, Washington State Nurses Association is retiring from her position as Director of Nursing Practice and Education at the Washington State Nurses Association. She has 43 years of experience in clinical nursing, nursing management and education. At WSNA, she has been an articulate spokesperson for the profession, especially working to protect nursing practice from encroachment by other disciplines. She is known as an expert in issues surrounding the scope of nursing practice. Judy Huntington, WSNA Executive Director, says of Joan: "She has served with great distinction for more than 14 years as the advocate for patients, nurses and the profession. Her career will leave a lasting legacy for those who come after her."

KCNA also awarded 10 scholarships of \$1,500 each to deserving nursing students from throughout King County. **Scholarship recipients** for 2007-08 include: Dalillah Bernal, Seattle Pacific University; Mary Dyczewski, Shoreline Community College; Linda Filippi, Shoreline Community College; Kristen Klein, Seattle University; Sitalimah Man, University of Washington; Angela Mathis, University of Washington; Elaine Pearson, Seattle University; Elise Spencer, Seattle Pacific University; Heather Wehmeyer, Seattle University; Suzanne Yanchynski, University of Washington.

District 4 (Inland Empire Nurses Association)

On April 17, 2007, IENA held its annual Nurses Celebration Event at the River Inn Red Lion in Spokane. Lavender colored table centerpieces, program, flyers, and corsages supported the theme of "Care for the Caregivers."

The keynote speaker, Karen Wright, gave an excellent presentation on taking time to care for ourselves and realizing our full potential as human beings and professionals. Karen's book, *The Sequoia Seed* was available for purchase, as well as packets of inspirational messages she calls "Sprouts." (You can check out Karen on her website, www.wrightminded.com.)

Each guest received a silver calculator and letter opener engraved with the initials IENA. There were three books given away as door prize drawings, as well as the table centerpieces - lavender plates topped with crystal like bowls holding a Mulberry candle.

Scholarships were awarded to two applicants for a total of \$2,750.00.

Winners included:

Michele Wolf - \$2,500.00

Jana Gardner - \$250.00

Nursing Award winners for 2007:

Janet Toone - Lifetime Achievement
Debbie Brinker - Nursing Leadership

Both recipients received a check for \$100 in addition to a certificate and small gift.

IANA's next event will be a legislative reception in the fall. [WNI](#)

ANA News Briefs

ANA Conference: Nurse Competence in Aging: Caring for Older Adults October 4, 2007 Coeur d'Alene, Idaho

Especially designed for nurses who work with older adults, all nurses are invited to attend Nurse Competence in Aging: Caring for Older Adults, the 2007 Fall Series of ANA Coming to You. Topic areas include the Outcomes of Care Relevant to Older Patients and the Impact of Dementia on Care of Older People and Exemplary Practice Models Specific to Dementia Care in Acute Care Settings. Proudly presented by the American Nurses Association and the Idaho Nurses Association, registration is online 24/7.

Parade Magazine Issues Apology for Including Nurses in "No College Degree Required" Article

ANA would like to express its appreciation for the nurses who contacted ANA and Parade Magazine to express their outrage at the inclusion of nurses in the April 15th article, "The Hottest Jobs: No College Degree Required." Due to the significant response from nurses everywhere, the editors of Parade Magazine were compelled to issue an apology and remove registered nurses from the piece.

ANA recently heard from Parade Magazine's Managing Editor Dakila D. Divina, who wrote, "We recognize the important work that registered nurses do everyday, and we certainly did not intend to dismiss the advanced education and additional levels of training that many RNs pursue. We apologize for any misunderstanding this may have caused."

ANA is grateful to the many nurses who joined with ANA in the effort to correct this inaccurate portrayal of the nursing profession. ANA is proud to represent the interests of the nation's 2.9 million registered nurses and will continue to challenge media outlets that fail to show a positive and realistic view of nursing.

American Nurses Association Holds Major Policy Conference "Nursing Care in Life, Death and Disaster"

ANA hosted a major policy conference, Nursing Care in Life, Death and Disaster on June 20-22 in Atlanta, Georgia. The conference focused on the significant health preparedness policy questions related to standards of care provided during a major disaster. With input from nurses, doctors, and experts in public health and disaster preparedness, ANA is developing guidelines dedicated to improving patient outcomes and quality of care during a crisis.

"Part of nursing's proud tradition is our response in the wake of a disaster. With this conference, our goal is to start a dialogue with nurses and other health care professionals to determine how to deal with a crisis situation, while still providing the quality of care that is the hallmark of the nursing profession," remarked ANA President Rebecca M. Patton, MSN, RN, CNOR.

ANA was pleased to work with the support of the Center for Disease Control and Prevention (CDC) and the Association of State and Territorial Directors of Nursing (ASTDN) to bring together a diverse field of panelists and attendees. Speakers for the conference included Carole Jakeway, RN, MPH, Chief Nurse Division of Public Health Department of Human Resources, GA, Scott Sasser, MD of the Center for Disease Control and Prevention, Denise Danna, DNS, RN, CNAA-C, FACHE President-Elect of the Louisiana State Nurses Association, and Melissa Lockhart, PhD, APRN, BC and OSHA certified trainer in WMD, and a Triage Officer of the Decontamination Team for Weapons of Mass Destruction at the Veterans Affairs Medical Center in Houston, TX.

For more information on ANA's Quadrennial Policy Conference Nursing Care in Life, Death and Disaster please go to www.nursingworld.org/meetings/ **WN**

Specialty Nursing Organization News

Reprinted from: ARNP CARE: Vol. 18, No. 6 Official Newsletter of ARNPs United of Washington State June 2007

Dispensing Medications and Our Prescriptive Authority

by Ann Darlington, ARNP

ARNPs in Washington State do have one vestige of restriction on our prescriptive authority (RxA). We are limited by rules that state, "The dispensing of Schedules II through IV controlled substances subject to RCW 18.79.240(1)(s) is limited to a maximum of a seventy-two-hour supply of the prescribed controlled substance" (section 18.79.255).

Here's how that came about: In 2000, we finally passed a bill giving ARNPs RxA for all drugs, including Schedule II-IV controlled substances. To do so, we had to agree to two compromises: a Joint Practice Agreement (JPA) with a physician, and the 72 hour limit on dispensing (directly giving meds from your supplies, typically free samples), which allowed patients 3 days' time (i.e., a long weekend) to get a prescription filled. The physicians and pharmacists who opposed our RxA claimed (without evidence) that these constraints would keep the public safer from undereducated prescribers and more abusable drugs on the streets. In 2005, we passed a bill eliminating the JPA

and did not address the 72 hour rule for 2 reasons: we did not want to jeopardize passing the JPA removal bill, and the impact on patient access would be minimal, since we dispensed very few controlled substances from our clinic supplies.

Things have changed. Many scheduled drugs are now available as samples; eg, the antiseizure and neuropathic pain med Lyrica comes in a sample package of 30, and the sleep meds Lunesta and Ambien CR come in sample cards of 7 tabs. Samples are often used to start a med ASAP or to try out an expensive med for efficacy, sparing patients unnecessary costs if the med is not right for them. To comply with the 72 hour rule, samples would have to be opened and repackaged, and excess tablets "wasted," actions that do not enhance patient safety, or medication efficacy and availability.

Therefore, in the interest of increasing patients' access to medications, saving them money as we determine the right medication, and maintaining medication safety, AUWS will work in the coming legislative session to remove the 72 hour dispensing rule. Not to mention the medication side effect of challenging Arizona for that #1 spot.

Pacific Northwest 30th Annual Conference for Advanced Practice in Primary and Acute Care

November 7-10, 2007

Washington State Convention & Trade Center, Seattle, WA

6.0-20.5 contact hours – Enhance your clinical competencies • Acquire new assessment and management skills • Examine critical issues at the state and national level and their impact on primary care practice • Foster a strong coalition of primary care providers • Learn about new products, services, and pharmacotherapeutic agents at this highly-acclaimed conference. For information call CNE, 206.543.1047 or email: ne@u.washington.edu or go to uwcne.org

Update in Practical Pediatrics

September 20-21, 2007

Full day Thursday, Half day Friday
Woodmark Hotel, Kirkland

Special room rates available at Woodmark Hotel. \$155 both days - individual day rates available. Brochure available at www.providence.org/everett/medical_staff/

For further information contact:
Jeri.Sackett@Providence.org

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A Date to Remember!

May 6, 2008

*WSNA Centennial Anniversary
Celebration and Gala
in Seattle, WA*



Celebrating 100 Years of WSNA



WSNA: A UNION AND SO MUCH MORE

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


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