

THE WASHINGTON NURSE

Volume 37, No. 3 Fall 2007

A REPORT FROM THE 2007 WSNA

LEADERSHIP

CONFERENCE

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The information in this newsmagazine is for the benefit of WSNA members. WSNA is a multi-purpose, multi-faceted organization. *The Washington Nurse* provides a forum for members of all specialties and interests to express their opinions. Opinions expressed are the responsibilities of the authors and do not necessarily reflect the opinions of the officers or membership of WSNA, unless so stated. Copyright 2005, WSNA. No part of this publication may be reproduced without permission.

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

ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

December 2007

- 1 WSNA-NSWS Joint Planning Meeting
- 4 Washington Center for Nursing Board Meeting
- 8 March of Dimes Nurse of the Year Awards Breakfast
- 12 ARNP Coalition Conference Call
- 19 WSNF Board of Trustees Meeting
- 24-31 Office Closed for the Holidays

January 2008

- 1 Office Closed for New Years Day Holiday
- 14 Washington State Legislative Session Opens
- 21 Office Closed for Observance of Martin Luther King Holiday
- 26 Cabinet on Economic and General Welfare Meeting
- 30-31 ANA 2nd Annual NDNQI Conference - Orlando, FL

February

- 3 Joint Meeting WSNA Legislative & Health Policy Council and WSNA-PAC
- 4 Nurse Legislative Day – Olympia
- 15 WSNA Finance Committee and WSNA Executive Committee meetings
- 22 Orientation for WSNA Delegates to the 2008 UAN National Labor Assembly
- 23 WSNA Professional Nursing and Health Care Council Meeting

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 August 2007 through November 2007.

- Visits with lawmakers on WSNA legislative priorities including safe nurse staffing, mandatory overtime, rest breaks, and nursing education funding.
- Meetings with L&I staff and participation in ELAC meeting re: changes to regulations governing rest breaks
- WA DOH Public Health Emergency Preparedness Joint Advisory Committee
- Meetings with DOH staff on proposed changes to the Uniform Disciplinary Act Regulations; ARNP Rules;
- Working for Health Coalition (access to care issues for children)
- Primary Care Coalition
- Fare Share Health Coalition
- Public Health Funding Roundtable
- Health Care Personnel Shortage Task Force
- WA Department of Health Professional Quality Assurance update meeting
- WA Department of Labor and Industries Safe Patient Handling Steering Committee
- Washington Patient Safety Coalition Medication Safety Initiative meetings
- Washington State Hospital Association Infection Safety Advisory Committee
- WSNA, WSMA and WA Health Foundation joint statewide TV ad campaign for the Governor's Health Bowl, nutrition and fitness.
- Flu vaccination campaign with the WA State Hospital Association to raise awareness among health care workers
- Washington Health Foundation Board of Directors meeting and planning retreat
- Washington Health Foundation "Heroes in Health Care" dinner
- 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
- Joint Planning Meetings with the Nursing Students of Washington State (NSWS)
- Washington Toxics Coalition 26th Anniversary Celebration
- Washington Toxics Free Legacy Coalition Steering Committee
- CHE-NW on environmental health issues
- NW Occupational Hazards to Health Care Workers Conference
- 2007 Governor's Health and Safety Conference
- Health Care Without Harm Nurses Work Group
- Meeting with key staff leadership of the WSHA re: Nurse Staffing

and Patient Safety

- NW-ONE annual meeting
- Steering committee with Johnson and Johnson regarding another Promise of Nursing Gala in the Fall of 2008
- Joint Meeting of ANA, WSNA and NYSNA with the Joint Commission in Chicago re: development of Nurse Staffing Standards
- Nine regional WSNA-sponsored safe staffing workshops
- Washington State Labor Council and State AFL-CIO Convention
- On the Picket Line with the striking nurses in Kentucky and West Virginia
- UAN Labor Cabinet meetings
- UAN Executive Council Meeting
- UAN-SEIU Safe Staffing Legislation Workgroup
- 7th Annual UAN Labor Leader Institute
- 18th Annual WSNA Leadership Conference
- ANA annual meeting for State Nurses Associations' Lobbyists in DC
- ANA Constituent Assembly meeting
- ANA Board Meeting

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In Focus

by Kim Armstrong, BSN, RN
WSNA President



In the last issue of The Washington Nurse, the In Focus Article was a reprint of the speech given by myself at the 2007 WSNA Convention.

That article spoke of WSNA history. There is no doubt; our history is important and relevant. Where the past does not direct our future, it is our experiences which help us make decisions concerning our future directions. The convention also allowed members present to participate in the Biennial Meeting of the Association. The collective knowledge obtained from the members during this meeting of the General Assembly, guided the Board of Directors in establishing the 2007-2009 Issues and Priorities of the Association. This was completed at the BOD meeting in July of 2007. I invite you to view this document at www.wsna.org. This interactive document guides the Board of Directors, the Legislative and Health Policy Council, the Professional Nursing and Health Care Council and the Cabinet on Economic and General Welfare in the daily work of the Association. Each of the Councils and the Cabinet then focuses on issues relevant to their area of expertise, always remembering the priorities of the organization overlap between all the entities of WSNA. The Cabinet and Councils refer issues to each other on an ongoing basis.

In order to be a futuristic organization, we embrace change on a daily basis. We are not foundering in the quagmire of the past, but march to the future. Change is a constant in our universe. Without the ability to quickly assess the environment and adapt to all the factors both internal and external which affect us, we simply could not survive as an Association. Some changes are easier than others. One change which is occurring this fall is the retirement of long term staff member Joan Garner MN, RN as the Director of Nursing Practice and Education. Ms Garner has been a member of the WSNA

staff for many years. She represented nurses by attending unknown numbers of meetings with regulatory agencies, state officials, & Nurse Specialty Groups, to name a very few. She used her Practice expertise answering questions from individual nurses in thousands of letters, phone calls and emails. Joan, our thanks for your continued advocacy of Nurses whatever their practice setting may be. Thank you for your promotion of the Profession of Nursing. You have left a great legacy on the Profession.

Joining the WSNA staff on October 1, 2007 as Director of Nursing Practice, Education & Research, is Sally Watkins, PhD(c), MS, RN. Ms Watkins has a long history in Health Policy and Nursing Practice. She has years of experience advocating for the Profession and nurses. She is a great addition to an already exceptional staff at WSNA. With over 30 years of nursing experience, including administration & education, Ms Watkins recently developed strategies focused on patient safety initiatives including safe medication administration and rapid response teams. I look forward to years of collaboration with Ms Watkins.

In January, the 2008 Legislative session begins. Thus begins the most time intensive activity of the Legislative and Health Policy Council. This hard working group will work endless hours with our legislative bodies to assure bills brought forward affecting the Practice of Nursing are either supported or opposed. In addition to monitoring many bills dealing with different aspects of health care, WSNA's number one priority for this legislative session is House Bill 1809 and Senate Bill 5696 collectively known as the Patient Safety Act of 2007. This act which is co-sponsored by Representative Dawn Morrell, RN in the House and Senator Rosa Franklin, RN in the Senate encompasses legislation providing for safe staffing in all acute care and state hospitals. If passed, we in Washington would have the best language for staffing levels to promote patient safety of any state in the nation. But we need your help. We need nurses to participate in surveys, join action alert teams, education

and get involved by telling your stories on staffing inadequacies, including inability to take breaks, working long hours, extra shifts which all lead to excessive fatigue. Educate yourself and get involved by going to www.wsna.org/safestaffing then join over 600 nurses on February 4, 2007, for WSNA Nurse Legislative Day in Olympia. Registration information is on the web site at www.wsna.org.

Next year, WSNA celebrates 100 years of promoting and protecting the Profession of Nursing. Mark May 6, 2007 on your calendars. On that day WSNA will hold our celebration at the Westin Hotel in Seattle. It promises to be a great day of collaboration, networking and fun. Join us! Look for additional information on the web site and in issues of The Washington Nurse.

WSNA's future is bright; as bright as all of us make it. We do have and will continue to have challenges in an ever changing environment; however, we are positioned to face whatever the future brings with expertise, insight, articulation and continued courage. I thank all the members for their individual level of activity within the Association.

Director of Contracted Care Quality

Washington State Health Care Authority is seeking qualified candidates for an opening with the Medical Director's Office in Lacey, Washington. Develop and manage a comprehensive, state-wide quality improvement system. For details and application procedure see: <http://www.hca.wa.gov/hr>

In Memoriam

WSNA joins nurses across the country in mourning the passing of Cheryl Johnson, RN, President of the United American Nurses (UAN) and the Michigan Nurses Association

Cheryl L. Johnson, RN, President of the United American Nurses (UAN) and the Michigan Nurses Association, died October 28, 2007 following a ruptured brain aneurysm.

"The nurses in Washington State are deeply shocked and saddened at the passing of Cheryl," commented Kim Armstrong, WSNA President. "Her untiring efforts and memory will leave a lasting legacy and she will remain in the hearts and minds of all of us. We offer our sincere condolences to her family and nursing colleagues."

"The nursing community and the labor movement has lost a great champion and a truly vibrant, energetic leader," said Judy Huntington, WSNA Executive Director. "Those of us who were privileged to know and work with Cheryl over many years shall be forever changed for that experience."

Cheryl was born on March 28, 1950 to Fred and Josephine (Horvath) Crocker in Dearborn, Michigan. She was raised with her brothers Bill and Russ amid a myriad of pets in New Boston, Michigan where she graduated from high school in 1968.

Successful in both academics and extracurricular activities, Cheryl received a full scholarship to the University of Michigan in Ann Arbor, MI, where she earned her Bachelor's of Science in Nursing in 1972. Cheryl immediately began her nursing career working as a registered nurse in critical care at the University of Michigan Hospital where she continued to care for patients for more than 35 years. At the time of her death, Cheryl was still practicing full-time.

As a national labor leader, Cheryl led the fight for greater respect and safer working conditions for all staff nurses. In addition to serving as president of the United American Nurses, AFL-CIO, and spokeswoman for thousands of staff nurses across the country, Johnson played a critical role in the creation of UAN, the labor affiliate of the American Nurses Association. She was elected as the first President of the UAN and served continuously in that role since it was established in 1999.

In July 2001, Johnson guided the UAN to an historic affiliation with the AFL-CIO and soon was elected to the AFL-CIO Executive Council, where she served as a national voice in the labor community for the interests of nurses. Johnson was one of a few women and the only RN serving on the Council. Johnson also served on the AFL-CIO Executive Committee, the highest governing body of the Federation. In 2005, she was named a vice president for the Coalition of Labor Union Women. Cheryl was identified by Modern Healthcare as one of the "100 Most Powerful People in Health Care." Cheryl was recently elected to her third term as president of the Michigan Nurses Association, and was inducted to the Michigan Nurses Hall of Fame in 2006.

Cheryl was a passionate, vocal, and intense advocate for both the care of her critically ill patients and her profession. Cheryl loved nursing. She loved the work that she did. She believed that it was her duty as a nurse to stand up and speak out on issues such as mandatory overtime, and unsafe levels of hospital staffing.

Aside from her busy professional career, Cheryl enjoyed spending time with her family and her many friends. She and her daughter Nikki were exceptionally close. She enjoyed playing pool and traveling with her fiancé Mitch, and was thrilled about being a part of his large family. Jack, her three-year-old grandson, was the apple of her eye, and she enjoyed playing trains with him on the living room floor. Cheryl was an ardent animal-lover and had many pets, including cats and several birds. She was a knitter, tap-dancer, and locally-famous joke-teller.

Cheryl is survived by her immediate family: her parents, two brothers, daughter, son-in-law, grandson, and nieces and nephew. She is also survived by her fiancé, his three children, and their families. Her many friends and colleagues will miss her humor, sharp wit, and passion for life.

Memorial Services were held on Monday, November 12, 2007 at the University of Michigan Hospital in Ann Arbor and the UAN held a second memorial service on Wednesday, November 28th at the Hay-Adams Hotel in Washington DC.

Memorial contributions may be made out to the "Cheryl Johnson RN Memorial Fund" and sent in care of: Capitol National Bank, 4792 Marsh Road Okemos, MI 48864

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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.

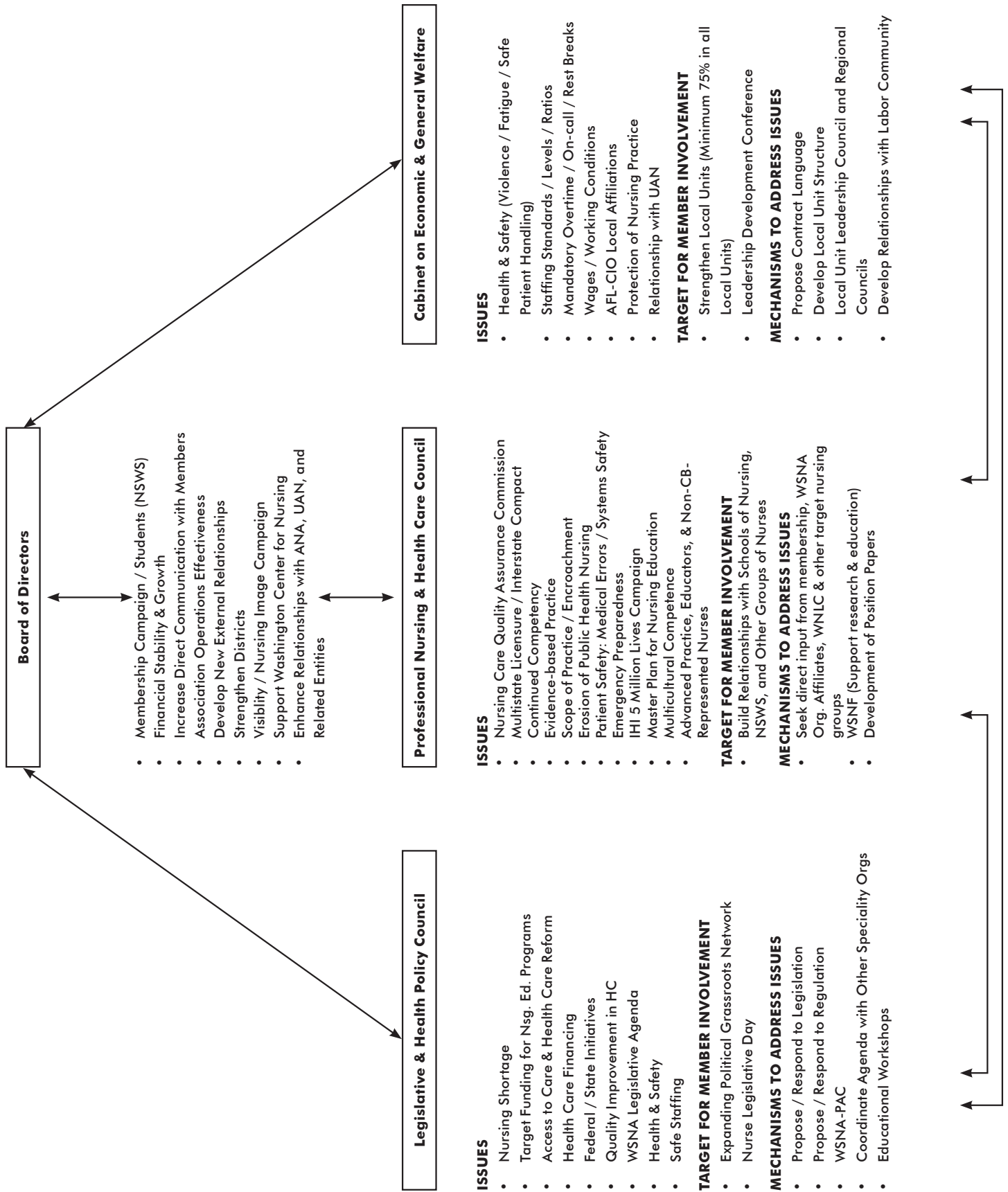
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Susan Scanlan, DPM, Executive Director

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WSNA's Top Issues & Priorities for 2007 to 2009



Nursing Practice Update

by Sally Watkins, PhD(c), MS, RN, WSNA
Director of Nursing Practice, Education and Research

As I recently completed the required final documents for my doctoral program, one key component was the writing of a reflective summary related to my entire program. I found myself working to put into words the personal transformation that had occurred during this educational journey – something other doctoral prepared individuals seem to never openly share, as it is indeed very personal. One major concept I had discovered was the change in my world view. I developed a deep, very meaningful appreciation for the global interconnectedness of humanity. I was also spiritually moved by my ever-increasing awareness of the depth of work being done in numerous professions and disciplines outside of nursing, and outside of healthcare for that matter – work being done to understand and improve the human condition on many levels. I think that during this six year journey I met only one other RN. And, very few others were in healthcare professions. I discovered a deeper desire within me to expand my sphere of influence within the profession of nursing, a profession for which I have heartfelt passion. I discovered I had more commitment for ensuring care, compassion, and concern for the individual remained priorities in both my personal and professional life.

And, then here comes Judy Huntington, Executive Director for WSNA, with an offer I just had to explore and knew I could never refuse. WOW! This reinforced for me the beauty of nursing – we have so many opportunities and the world is so large. Yet, in many ways the world is very small. Through Judy I renewed professional connections finding that even now, WSNA is present on a very global level – Susan Wilburn, a woman I came to know “in my other life” as a nurse administrator, was now working with the World Health Organization! Another WOW! The more I talked with Judy and spent time with her staff, I just knew the stars had lined up and my soul work was before me. I am so excited about being a part of this team and part of serving the nurses in Washington, I

can hardly sleep at night thinking of all the possibilities!

My three areas of focus will be practice, education and research. I would like to hear from you regarding your ideas and suggestions concerning the priorities you believe need attention. What are your key issues and needs in each of these areas? Where do you have a desire to become involved? What are WSNA's strengths in these areas and where do we have opportunities to improve?

Several issues have already emerged as beginning priorities:

- ANA is developing a white paper concerning guidelines for standards of care for nurses working in compromising situations such as disasters. The terminology “altered standards of care” is being utilized recognizing that these situations often do not allow for full compliance with existing known standards of practice. Using these guidelines, WSNA will be working on a plan related to disaster preparedness and identifying the organization's role when disasters happen.
- The Clinical Nurse Specialist group is working to re-energize their special interest group within the State of Washington. As a part of this work the scope of practice for the role of CNS needs to be clarified including the articulation of the required education to perform in this role. Additionally legislation will be needed to insert language providing title protection for this esteemed group of practitioners.
- Providing access to on-line continuing education programs for the nurses in this State is another priority. We will be exploring what options exist and working to improve our web site so that this type of program offering can be made available to all members.
- Developing new and strengthened partnerships within the State for leadership development is another need. I have had some preliminary discussions

within the Northwest Organization of Nurse Executives exploring where we might have common agendas and ideas for topics of interest for further development and course offerings. So far the issue of staff fatigue has surfaced as an area of interest, i.e. shift length, a topic already addressed within medical resident programs, the airline, and numerous other industries. Ensuring the provision of safe staffing in order to deliver quality patient care is a key priority within WSNA.

- Another partnership is with CNEWS, Council for Nursing Education in Washington State. This group is working with the Washington Center for Nursing to develop a Master Plan for Nursing Education in Washington State. WSNA is at the table and very excited to be participating in this huge endeavor seeking to address not only the nursing shortage, but faculty education and recruitment, and various educational pathways related to entry into practice as well as ongoing competency development.
- Additionally, the Nursing Care Quality Assurance Commission is charged with developing a plan to ensure competency of all licensed nurses within the State. Many discussions have occurred and proposals have been developed working to address the requirements and process of verification for such. And the work continues.

These are just a few of the issues that I have discovered during, literally, my first two weeks at WSNA! But, what else is out there that you think we need to address? Please feel free to call me (206-575-7979 Ext. 3007) or email me at swatkins@wsna.org. I look forward to hearing from you, and certainly look forward to serving you – the nurses of Washington State.

Nursing Education Update

CNEWS Endorses Bold New Master Plan for Nursing Education in Washington State

In an historic and precedent setting two-day meeting held October 10-11, 2007, the Council for Nursing Education in Washington State (CNEWS) took a bold step toward assuring that in the future, Washington State residents will have a sufficient and well-prepared nursing workforce to meet their diverse and increasingly complex health care needs. CNEWS, which is made up of all the Deans and Directors of all the Washington State Nursing Programs (PN, AD, BSN, Masters and higher), agreed unanimously to endorse a new Master Plan for Nursing Education in Washington State.

The state of Washington, like other states, is facing a severe nursing shortage, which will only worsen in the coming decades. An aging population will increase demand for nursing services at the same time that an aging nursing workforce will be retiring. While nursing programs in Washington State have expanded dramatically in the past 10 years, there are still many qualified applicants who are turned away, primarily due to the shortages of faculty and clinical sites. The proposed Master Plan offers a comprehensive approach to the transformation of nursing education in Washington State, taking up the challenges of expanding capacity while also addressing stakeholder concerns about quality, diversity, and geographic distribution of nurses and the affordability, accessibility and articulation of the programs.

Under an agreement with the Washington State Department of Health, the Washington Center for Nursing (WCN) was directed to develop a Master Plan for Nursing Education by December 2007. WCN, working closely with a CNEWS appointed "Nursing Education Master Plan Design Team," have worked diligently and tirelessly over much of this past year to provide an inclusive process and development of a comprehensive master plan. Utilizing a series of focus groups conducted around the state during March and April 2007, nearly 200 nurses representing a variety of roles and geographic areas, participated in open discussions providing essential input into the development of the Master Plan. In May 2007, an Invitational Summit of key stakeholders was held that included a diverse range of participants who provided important additional input for early drafts of the plan. Work continued over the summer, resulting in a sixth and nearly final master plan document.

The WSNA Professional Nursing and Health Care Council's 2007 comprehensive white paper: "Nursing Education in Washington State", authored for WSNA by Jan Ellis, PhD, RN, was utilized as an important background document for the work of the design team (this paper is available on the WSNA website at <http://www.wsna.org/practice/positionpapers.asp>)

Key among the recommendations in the newly proposed Nursing Education Master Plan, are the following resolutions, passed unanimously by the CNEWS members:

- By 2010 all Practical Nursing (PN) Programs will have a formal progression agreement with a public and/or private Registered Nursing (RN) Program approved in Washington State,
- By 2012 all Associate Degree Nursing Programs will have a formal progression agreement with a private and/or public



Baccalaureate or higher nursing degree program approved in Washington State,

- Effective July 1, 2020, and every year thereafter, all newly licensed RNs in Washington State must have or attain a baccalaureate or higher degree in nursing within 5 years in order to maintain RN licensure. [Editor's note: Inherent in this action is that all RNs with current active Washington State licenses on July 1, 2020 will be grand-parented by the State to continue to practice as RNs and are not subject to the 5 year BSN requirement]

CNEWS members acknowledged the nurse educators who preceded them as CNEWS members, noting that, "Their visionary leadership laid the groundwork for a culture and climate of trust and collaboration across public and private institutions and all levels of nursing education resulting in the formal recommendations of 10/11/07 regarding a collaborative partnership for baccalaureate education to meet the needs of consumers in Washington State."

The Washington Center for Nursing Board of Directors will be asked to endorse the plan at their meeting in early December and the WSNA Board of Directors will be asked to consider endorsement of the concepts in the Master Plan at their meeting in November, 2007.

Next steps include final editing of the document and presentation to the Department of Health and Legislature in December 2007. A comprehensive multi-faceted and multi-year implementation plan will follow. Watch for updates in future issues of *the Washington Nurse* and on the WSNA website.

Currently, questions regarding the Master Plan for Nursing Education in Washington State should be referred to Linda Tieman, Washington Center for Nursing Executive Director tiemal@spu.edu



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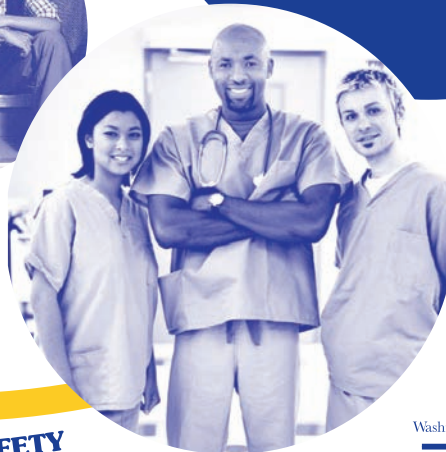
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Submitted by the Washington State Department of Health

As health care providers, people listen to you. Please encourage your patients and staff to get vaccinated against the flu. Help us get as close as we can to a flu-free Washington.

Influenza (flu) immunization rates are alarmingly low. In Washington, our rates are 72.4% for adults over age 65 and only 22.8% for children! These two age groups are most at risk for complications from the flu.

Recommend flu vaccine to your patients. Be a good role model: be sure you and your staff are also vaccinated in order to stop the spread of flu.

Flu vaccine is especially important for:

- Children ages 6 months up to the 5th birthday
- Pregnant women
- People 50 years or older
- Anyone with a chronic health condition like diabetes, heart disease or asthma
- Anyone who lives with or cares for a child who is younger than five years old
- Health care providers

If you are unable to provide flu vaccine to your patients for any reason, direct them to:

- Your local health department - find contact information at www.doh.wa.gov/LHJMap

- A local pharmacy
- The online Flu Clinic Locator at www.flucliniclocator.org

More flu vaccine is available this year than ever before. Two types of vaccine are available:

- Flu shots can be given to anyone 6 months and older
- The nasal spray flu vaccine can be given to healthy people between the ages of 5 and 49 years who are not pregnant

Remember that children younger than age 9 who have not received flu vaccine before need two doses of either vaccine in the same flu season.

There's still time to get vaccinated. Although you may have already seen patients with flu, activity in Washington usually peaks in February or March. It's not too late to protect yourself, your staff and your patients.

Remind your patients and staff to practice good health habits to prevent the spread of flu:

- Cough and sneeze into your upper sleeve, not your hand, or use a tissue – be sure to throw the tissue away
- Wash hands often with soap and warm water
- Stay home when sick

If patients want additional resources, suggest they visit www.doh.wa.gov/fluNews

Nursing News Briefs

Childrens' Hospital Wins ANA Influenza Immunization Campaign Best Practices Award

Childrens Hospital and Regional Medical Center is one of only five organizations nationally to be recognized as part of the national ANA "Best Practices in Seasonal Influenza Immunization Campaign."

ANA recently launched a national campaign to identify best practices and success stories that will be compiled into a guide book for distribution to help other health care organizations improve their influenza immunization rates. An article about these programs will be featured in *The American Nurse*, the official national publication of ANA and on the WSNA website.

Two registered nurses from the Occupational Health Services Department, Suzy Bramwell, BSN, RN, and Michelle Gochmour, MN, RN, were responsible for submitting the Children's campaign to the ANA for consideration. The campaign slogan "It's Worth a Shot to be the Best" and icon were used on all communications and education materials which included posters (displayed at flu clinic locations and high volume areas), flyers (posted in each department and on shuttles), email reminders, newsletters, and stickers. An intranet website included a power point on influenza (for use by staff at departmental meetings), links to Vaccine Information Statements, the CDC website, and a web-based learning module. Completion of the quiz at the end of the learning-module automatically entered participants into a prize drawing for one of three personal office disaster kits. Flyers picturing key leadership receiving the immunization included quotes on why flu vaccination was "worth a shot."

Vaccine was offered free of charge to all CHRMC employees, non-

employees and volunteers. In addition to Occupational Health clinic offerings, volunteer RNs assisted with mobile carts and off-site clinics. One clinic located centrally at the hospital was offered Monday through Saturday from 7 am to 7 pm for one week in November. Additional 4 hour clinics were scheduled at off-site locations including marketing and research departments. Each clinical department was contacted with the opportunity to have unit RNs administer flu shots.

In order to make vaccination a team effort, department incentives were provided to encourage competition. Prizes and acknowledgments were offered to each department that achieved vaccination rates of 90% or above. Individuals in these departments also received a small box of Seattle Chocolates. The Occupational Health database was used to perform immunization program tracking throughout the season. Spreadsheets were sorted by department and supervisor so results could be reported to management in December, January, and March.

In order to evaluate vaccination rates and reasons for declination, an online survey was created and conducted by an Occupational Health Nurse and nursing student. Additionally, a display set up at the hospital and off-site flu clinics utilized plastic cups and colorful beads for staff to indicate why they got the flu shot. Eight response options were queried and included: To protect myself, to protect my patients, protect my family, prevent the spread of illness, it's free, it's convenient, it's the right thing to do, and ..to qualify for prizes. This informal evaluation tool reinforced the positive outcomes of influenza vaccination and will be used to make further improvements to the program.

Judy Huntington, MN, RN, WSNA Executive Director, on behalf of the ANA, presented the 2006-2007 ANA Best Practice in Seasonal Influenza Immunization

Award to the Childrens Hospital and Regional Medical Center in recognition of their excellent leadership in increasing voluntary influenza vaccination rates among nurses, physicians and other healthcare workers.

Washington State Ranks 12th Among Healthiest States

According to America's Health Rankings, the annual national report released by the United Health Foundation, Washington State now ranks number 12 among the nation's healthiest states. Washington was also noted as one of five "most improved" states, having moved up three spots from its ranking of number 15 in 2006. The Washington Health Foundation and several partner organizations, including WSNA, have made it their mission to improve Washington's ranking. Washington's strengths were evident in the following measures:

- Childhood immunization rates moved from 42nd to 37th
- Childhood poverty rates continued to decrease, improving Washington's rank from 21st to 4th
- The percentage of Washingtonians with health insurance continued to increase, improving Washington's rank from 23rd to 14th.

For more information, please visit www.healthieststate.org.

March of Dimes Nurse of the Year Awards: Recognizing Excellence: 118 Honored as 2007 Nurse of the Year Nominees

Nearly 120 Western Washington nurses have been recognized by peers and patients for outstanding contributions to the field of nursing and have been nominated for honors in the March of Dimes 2007 Nurse of the Year awards program. Of those, 12 – one in each category – will be named

Nurse of the Year for 2007 at a special awards breakfast on Thursday, Dec. 6 at the Hilton Bellevue.

Keynote speaker for the event will be Washington State Senator Margarita Prentice, RN, winner of the 2006 Legend of Nursing Award. Senator Prentice was recognized for her whole distinguished career as a nurse and lawmaker who continues to serve as a role model and strong voice for patients, healthcare, and nurses. KING 5 News Anchor and HealthLink reporter Jean Enersen will emcee.

The Nurse of the Year program is designed to raise awareness of and interest in the diverse and rewarding career opportunities available to registered nurses; and to recognize the contributions that registered nurses are making in Western Washington.

Proceeds from the event benefit March of Dimes programs of research, community services, education and advocacy to save babies' lives.

WSNA Partners with Other Health Organizations for TV Ads Promoting Health

For the second year in a row, WSNA teamed up with the Washington Health Foundation and the Washington State Medical Association to promote health through a series of televised public service announcements. We worked with Governor Gregoire on a series of televised ads for the third annual Governor's Health Bowl. Six different messages were delivered by WSNA's former President Jan Bussert WSMA president Dr. Brian Wicks.

The spots aired statewide on local FOX affiliates, as well as on cable in the Vancouver/Southwest Washington region. With this year's televised campaign, we reached over 4 million viewers across Washington state.

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EOE

WSNA Holds Regional Workshops on Safe Nurse Staffing

With the growing abundance of research, we know that the care provided by registered nurses has a direct impact on hospital quality of care and patient safety. Increases in the growth of our older age population, advances in technology and declining lengths of stay have steadily increased patient acuity in hospitals. Registered nurses care for the sickest and most vulnerable of our hospital population, those who require increased attention and complex treatment.

Nursing is more than just performing a series of medical tasks and giving medications. Nursing care includes continuous patient assessment, critical thinking and expert judgment, advocating on behalf of our patients, and educating patients and their families. Those activities are the essence of nursing care and are frequently the determining factors why patients live or die.

WSNA took this critical issue on the road with nine regional workshops throughout the State in October. Workshops were held in Spokane, Yakima, Richland, Bellingham, Mt. Vernon, Vancouver, Tacoma, Olympia and Seattle.

The featured speaker of the event was Dr. David M. Keepnews, PhD, JD, RN, FAAN. He has published and spoken widely on a variety of topics related to nursing, health policy and the nursing workforce. Dr. Keepnews presented the research linking nurse staffing and patient outcomes while Anne Tan Piazza, WSNA Director of Governmental Affairs, Communications, and Membership presented the legislative proposal.

Highlights of the presentation include the following:

The Facts:

- Risk of patient mortality increased by

7% for every additional patient in the average nurse's workload in the hospital. (October 2002, Journal of the American Medical Association)

- Inadequate nurse staffing was a contributing factor in 24% of all unanticipated events that resulted in patient death, injury, or permanent loss of function. (June 2002, JCAHO Report)
- A higher proportion of hours of registered nursing care per day are associated with better care and health outcomes for hospitalized patients and these outcomes can result in significant cost-savings to the system. (May 2002, New England Journal of Medicine)
- Identifying increased nurse staffing as a top priority for addressing medical errors, the Institute of Medicine (IOM) has called for immediate improvements in nurse staffing. (November 2003, IOM Report Keeping Patients Safe: Transforming the Work Environment for Nurses)
- The National Quality Forum (NQF) and the JCAHO support public reporting of nurse staffing and other nursing sensitive indicators.

The Solution:

In order to ensure safe patient care, we must have adequate nurse staffing in our hospitals. The proposed legislation 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. The specific components of the bill include:

- Establishment of an Advisory Committee on Nurse Staffing to assist

the Department of Health in establishing minimum nurse staffing standards.

- Staffing plans by hospitals for nursing services based on the minimum nurse staffing standard and criteria such as census, intensity of patients, and skill mix of nursing personnel.
- Involvement of RNs providing direct patient care through a staffing committee at each hospital in establishing the minimum number and skill mix of nursing personnel required on shifts in each patient care unit.
- Allow for shift-to-shift adjustments in staffing levels based on the assessment of registered nurses providing direct patient care on a unit.
- Collection of specific patient outcomes data, thus empowering consumers to make better health care decisions based on the hospital's performance.
- When reporting adverse events, hospitals must also include the number of nursing staff (including agency staff) and the overtime worked by nurses at the time of the incident.
- Enforcement through fines and hospital licensure to ensure compliance with this law.

In order to collect the data and personal stories necessary to demonstrate the problem, please take the Safe Nurse Staffing Survey and go online at www.wsna.org/safestaffing to send us your personal stories concerning unsafe nurse staffing and consequences on patient care.

(For more information including the PowerPoint from the workshops and other related information, please go to www.wsna.org)

Save the date! WSNA's centennial gala celebration takes place Tuesday, May 6, 2008, at the Seattle Westin Hotel.

NURSE STAFFING SURVEY



If you work in an acute care setting, please take a moment to fill out this survey.

1. **How many years have you been practicing as an RN?** _____
Are you a ☐ **Staff nurse,** ☐ **Nurse manager,** ☐ **Other** (Please specify: _____)
2. **Name of the facility in which you work?** *(Optional)*

3. **Please select the description that best reflects the patient care unit in which you work:**

☐ Medical/surgical	☐ OR/Surgical services
☐ Critical care unit	☐ Pediatrics
☐ Emergency Department	☐ Post-anesthesia/recovery
☐ Rehab	☐ Postpartum and well baby nursery
☐ Short-stay surgery	☐ Psychiatric
☐ Intermediate care nursery	☐ Step-down/telemetry
☐ Labor & Delivery	☐ Other, please specify _____
4. **Which shift do you usually work?**

☐ 8-hour day shift	☐ 8-hour night shift
☐ 12-hour day shift	☐ 12-hour night shift
☐ 8-hour evening shift	☐ Other, please specify _____
5. **On the unit and shift on which you work, the average daily census is ____ patients and the staffing is typically ____ RNs, ____ LPNs, ____ nursing assistants, ____ clerks and ____ other.**
 (Please specify for "other": _____)
6. **On the unit and shift on which you work, a typical nurse-to-patient ratio is ____ RN(s) to ____ patient(s).**

For questions 7-17, please check the box next to the response you believe is most accurate.

7. **On the unit where I work, agency RNs are used:**
☐ Never ☐ Very rarely ☐ Sometimes ☐ Frequently ☐ Always
8. **The unit on which I work is adequately staffed during my shift.**
☐ Never ☐ Very rarely ☐ Sometimes ☐ Frequently ☐ Always
9. **I have adequate time to address all of my patients' needs.**
☐ Never ☐ Very rarely ☐ Sometimes ☐ Frequently ☐ Always

Survey continues on other side. ➞

10. I am satisfied with the care and attention I am able to give my patients.

☐ Never ☐ Very rarely ☐ Sometimes ☐ Frequently ☐ Always

11. I am able to take 30 minute meal breaks (and to take them off the unit if I prefer)

☐ Never ☐ Very rarely ☐ At least once per month ☐ At least once per week
☐ During almost every shift ☐ During every shift.

12. I am able to take my 15 minute rest breaks.

☐ Never ☐ Very rarely ☐ At least once per month ☐ At least once per week
☐ Almost every day ☐ Every day

13. In my unit over the past year, I believe that patients have actually sustained harm resulting from insufficient nurse staffing levels:

☐ Never ☐ Very rarely ☐ At least once per month ☐ At least once per week
☐ Nearly every day

14. In my unit over the past year, I believe that patients have narrowly avoided sustaining harm resulting from unsafe nurse staffing levels:

☐ Never ☐ Very rarely ☐ At least once per month ☐ At least once per week
☐ Nearly every day

15. Are you currently considering leaving your current position to seek another direct-care nursing position?

☐ Yes ☐ No

If you are currently considering leaving your current position to seek another direct-care nursing position, is concern about nurse staffing a factor?

☐ It is the primary reason why I am considering leaving my current position to seek another direct-care nursing position.
☐ It is one of several reasons why I am considering leaving my current position to seek another direct-care nursing position.
☐ It is not a reason why I am considering leaving my current position to seek another direct-care nursing position.

16. Are you currently considering leaving direct-care nursing?

☐ Yes ☐ No

If you are currently considering leaving bedside nursing, is concern about nurse staffing a factor?

☐ It is the primary reason why I am considering leaving direct-care nursing.
☐ It is one of several reasons why I am considering leaving direct-care nursing.
☐ It is not a reason why I am considering leaving direct-care nursing.

17. Do you know anyone who has left direct-care nursing due to concerns about unsafe nurse staffing?

☐ No.
☐ Yes, I know one person who has left direct-care nursing due to concerns about unsafe nurse staffing.
☐ Yes, I know between two and five people who have left direct-care nursing due to their concerns about unsafe nurse staffing.
☐ Yes, I know more than five people who have left direct-care nursing due to their concerns about unsafe nurse staffing.

Upcoming Environmental Health Lecture Series

Institute for Children's Environmental Health Announces Fifth Annual Lecture Series: "Our Health, Our Environment: Making the Link"

The Institute for Children's Environmental Health has announced it's 2008 lecture series: "Our Health, Our Environment: Making the Link." This is the fifth annual lecture series sponsored by the Seattle Biotech Legacy Foundation, and co-sponsored by Antioch University Seattle and The Russell Family Foundation. The series will bring together a diverse cross section of professionals and the public to help deepen our understanding of the complex connections between environmental challenges that affect our region and our health. The overarching theme for the 2008 series is "Ecological Economics," and will include a lineup of nationally renowned speakers, panelists and local experts to speak on four topics for this year's series:

- 1) **January 23, 2008 - Ecological Economics - Principles for a Sustainable Society:** Robert Costanza, PhD, Gund

Professor of Ecological Economics and director of the Gund Institute for Ecological Economics at the University of Vermont.

- 2) **February 13, 2008 - Applying Ecological Economics in the Puget Sound Region:** David Batker, MS, founder and executive director of Earth Economics and fellow at the Gund Institute for Ecological Economics at the University of Vermont, and Katherine Davies, MA, DPhil, director of the Center for Creative Change at Antioch University Seattle.
- 3) **March 12, 2008 - The Future of Energy - an Ecological Economics Perspective:** Cutler Cleveland, PhD, editor-in-chief of the Encyclopedia of Energy, the journal Ecological Economics, and the online resource, Encyclopedia of Earth, and director of the Center for Energy and Environmental Studies and professor at the Department of Geography and Environment at Boston University.
- 4) **April 30, 2008 - Creating a Collective Future Vision: The New Economics**

of Sustainability: Joshua Farley, PhD, fellow of the Gund Institute for Ecological Economics and assistant professor of Community Development and Applied Economics at the University of Vermont, and David Korten, PhD, author of When Corporations Rule the World and The Great Turning and co-founder of Positive Future Network which publishes YES! Magazine.

All events will once again be held at Town Hall Seattle, at Eighth Avenue and Seneca Street. This year, the first lecture will be held in the Grand Hall with a reception following. For the second, third and fourth lectures, the location will be Downstairs and the reception will precede the lecture. Participants will be welcome to stay afterwards for further networking and discussion. More information will be on the WSNA website in December.

North Seattle Community College's New IT for Healthcare Program Fills Need for Training on Clinical Software

Whether in a hospital, skilled nursing facility, home health and hospice or rehabilitation center, nurses are frequently challenged to work with minimal training on clinical software. Without sufficient knowledge, they may be unable to troubleshoot problems and may struggle with data processing, security and storage, decreasing productivity and taking valuable time away from patient care.

The new IT for Healthcare Short Program Achievement Certificate at North Seattle Community College (NSCC) answers these challenges, providing basic information technology tools and theory to deal with day-to-day problems.

This 15-credit certificate includes an introduction to computer systems, networks and software applications commonly used in the medical field. Understanding of HIPAA and network security is broadened, going beyond patient confidentiality to explore data use, access and the rights of providers. Courses also cover Outlook, Word, Excel and Internet searches.

A unique feature of the program is the on-campus digital healthcare lab, featuring the widely-used Procura software program. With Procura, students can see the 'backend' of the software from an IT administration perspective, while gaining understanding of the application from a user perspective.

Loretta Ryan is program coordinator and an instructor for IT for Healthcare. From the perspective of many years' experience in nursing and in IT, she encourages nurses to use this opportunity. "IT for Healthcare is a growing field, providing in-demand skills for a modern nursing career."

For more information...

Contact Loretta Ryan by phone at 206.527.3790 or by email at lryan@sccd.ctc.edu



Report from the 2007 Leadership Conference

"My View of the 2007 Leadership Conference"

by Cathy Powell, RN, BSN, CCRN

In the final warm and sunny days of summer, over 70 staff nurses from around the state of Washington gathered at the annual WSNA Local Unit Leadership Conference in Chelan, WA. With Lake Chelan and the surrounding sun-baked hills providing a picturesque backdrop, nurses were welcomed by Executive Director Judy Huntington, RN, MN; Director of Labor Relations, Barbara Frye, RN, BSN; and the Chair of the Cabinet on Economic and General Welfare, Jeanne Avey, RN.

Attending this conference for the first time, I felt strengthened and was proud to count myself among this group of dedicated professionals who have chosen nursing as their passion. It was apparent in talking to each other that we share many of the same frustrations, concerns and goals. This was reinforced by an excellent presentation: "The Anatomy of a Raid: The WSNA Experience 1983-2007." It captured the essence of the turmoil in Washington State

that has brought us to where we are today and pointed us where we are headed. The importance of strength in numbers cannot be ignored. The slogan "Nurses for Nurses" in the WSNA logo speaks to our commitment to each other.

The Leadership Conference included workshops presenting strategies for grievance handling, effective communication and improved leadership skills. The courses were designed to provide both new and experienced officers with the foundation necessary to deliver the message of WSNA clearly and powerfully to members, management and the public.

We were honored to have Barbara Crane, RN, member of the ANA Board of Directors and Chair of the New York State Nurses Association, present at the conference. A dynamic speaker, she is a strong and clear voice from the ANA on building community at the state and national level. Her presentation of the goals of the ANA clearly demonstrated the power and strength that unified nurses possess.

The 2007 Awards Banquet, with a 1930's Supper Club theme, was entertaining for all. Awards were presented to acknowledge the hard work of the various local units in different aspects ranging from the 2007 Outstanding Negotiating Team to the 2007 Outstanding Local Unit Chair Award. Many thanks go to the Cabinet Members for the planning and organizing of the Leadership Conference and the vendors, including NWHMC, represented by Jill Cartwright from Human Resources.

I am already looking forward to attending next year, and to being further inspired by my fellow nursing professionals.

Editor's note: Cathy is a staff nurse at Northwest Hospital and Medical Center in Seattle where she has worked for 25 years. She and her husband Michael reside in Edmonds, WA



2007 Cabinet On Economic & General Welfare Awards

2007 Local Unit Rising Star Award

Marie Peacock-Albers
Seattle / King County Public Health
Department

2007 Outstanding Negotiating Team

Central Washington Negotiating Team

2007 Adversity Award

Seattle / King County Public Health
Department Local Unit Officers

2007 Membership Award

Marsha Leigh
Skagit Valley Hospital

2007 Outstanding Grievance Officer Award

Camille Sturdivant-Daly
Sacred Heart Medical Center

and

Steve Krauss
University of Washington Medical Center

2007 Outstanding Local Unit Chair Award

Peggy Slider
Spokane Regional Health District

2008 Dues Rate Schedule Effective January 1, 2008

WSNA dues are adjusted annually on January 1st each year based on a formula approved by the membership in 1991 and revised in 2003. The formula is now based on the statewide average of the 5th step wage rate for RNs in WSNA represented bargaining units. This calculation is made on existing contracts in effect on July 1 each year and applied in January the following year. The average monthly salary is multiplied by a dues adjustment factor of 1.00% and again by 12 to determine the figure for the annual WSNA portion of the dues (total dues include WSNA, ANA and District dues where applicable). The amount of the dues increase for 2008 for the WSNA portion of the dues will be 4.32% (\$1.99 per month for a total of \$23.97 for the year) for members who work more than 80 hours per month and are covered by a WSNA collective bargaining agreement. Additionally, there will be an \$0.67/mo (\$8.00 a year) increase in the ANA/ UAN portion of the dues for 2008. ANA dues are adjusted every two years based on the for members who work more than 80 hours per month and are

covered by a WSNA collective bargaining agreement Consumer Price Index (this increase is capped at a maximum of 2%). The total amount of dues increase for WSNA and ANA/UAN together for 2008 is \$2.66/mo (\$31.97 for the year) for members who work more than 80 hours per month and are covered by a WSNA collective bargaining agreement. Members who work less than 80 hours per month, are retired or not represented for collective bargaining may qualify for one of the reduced dues categories. Below is the updated WSNA dues rate schedule, effective January 1, 2008. If you are currently a member and have had a change in your employment situation, please contact the WSNA Membership Department at 800-231-8482 or 206-575-7979 ext. 3025. Please note: It is the member's responsibility to notify WSNA in writing of any changes in address, employer, FTE status, layoff or leave of absence. Write to: Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle, WA, 98188.

MEMBERS COVERED BY A BARGAINING UNIT

DISTRICTS	CATEGORY I			CATEGORY II			CATEGORY IV		
	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly
1,6,8,17,18	752.64	252.21	62.72	571.92	191.98	47.66	391.20	131.77	32.60
2	805.92	269.97	67.16	612.00	205.31	51.00	417.84	140.65	34.82
3	761.04	255.01	63.42	578.40	194.11	48.20	395.52	133.18	32.96
4	768.72	257.57	64.06	583.92	195.98	48.66	399.36	134.43	33.28
5,15	747.60	250.53	62.30	568.32	190.73	47.36	388.80	130.93	32.40
7	753.12	252.37	62.76	572.40	192.11	47.70	391.44	131.85	32.62
12	760.08	254.69	63.34	577.68	193.86	48.14	395.04	133.02	32.92
10,13	750.00	251.33	62.50	570.00	191.36	47.50	390.00	131.35	32.50
11	762.72	255.57	63.56	579.36	194.48	48.28	396.24	133.43	33.02
9,14,98	742.56	248.85	61.88	564.48	189.48	47.04	386.40	130.10	32.20
16	757.68	253.89	63.14	575.76	193.23	47.98	393.84	132.60	32.82

MEMBERS NOT COVERED BY A BARGAINING UNIT

DISTRICTS	CATEGORY III			CATEGORY IV			CATEGORY V		
	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly	Annual	*Installment	**Monthly
1,6,8,17,18	531.60	178.53	44.30	391.20	131.77	32.60	180.72	61.57	15.06
2	584.88	196.29	48.74	417.84	140.65	34.82	193.92	65.97	16.16
3	540.24	181.41	45.02	395.52	133.18	32.96	182.88	62.29	15.24
4	547.68	183.89	45.64	399.36	134.43	33.28	184.56	62.85	15.38
5,15	526.56	176.85	43.88	388.80	130.93	32.40	179.52	61.17	14.96
7	532.08	178.69	44.34	391.44	131.85	32.62	180.72	61.57	15.06
12	539.28	181.09	44.94	395.04	133.02	32.92	182.64	62.21	15.22
10,13	529.20	177.73	44.10	390.00	131.35	32.50	180.00	61.33	15.00
11	541.68	181.89	45.14	396.24	133.43	33.02	183.12	62.37	15.26
9,14,98	521.76	175.25	43.48	386.40	130.10	32.20	178.08	60.69	14.84
16	536.64	180.21	44.72	393.84	132.60	32.82	181.92	61.97	15.16

WSNA Districts: The District's portion of your dues are determined by the county's geographic boundaries where you work. If your county is not listed, you are included in District 98.

01=Whatcom 06=Yakima City/N. Yakima 12=Clallam/Jefferson 18=Kittitas
 02=King 07=Chelan/Douglas/Grant 13=Thurston 98=All Others if not listed
 03=Pierce 08=Grays Harbor 14=Whitman
 04=Spokane/Adams/09=Snohomish 15=Benton/Franklin
 Lincoln/Pend Oreille 10=Wahkiakum/Cowlitz 16=Skagit/Island/San Juan
 05=Walla Walla/Columbia 11=Clark/Skamania 17=Kitsap

WSNA Categories:

- I** Employed an average 80 hours or more a month and working in a bargaining unit facility.
- II** Employed an average 40 hours or more & Less than 80 hours a month and working in a bargaining unit facility.
- III** Employed an average 80 hours or more a month and **NOT** covered by WSNA collective bargaining.
- IV** Employed an average of less than 40 hours a month and working in a bargaining unit facility **OR**
 Generic Graduates within 6 months of graduation (for the 1st year of membership ONLY) **OR**
 Employed less than 80 hours per month and **NOT** covered by WSNA collective bargaining **OR**
 Unemployed.
- V** 62 years of age and not employed or totally disabled.

District News

District 2 (King County Nurses Association)

Nurses Law School to be held in February 2008

Although the exact date has not been set, King County Nurses Association and Washington State Trial Lawyers Association will offer the popular Nurses Law School in February. This bi-annual event is a one-day workshop offering expert speakers in law and nursing, to update and educate nurses about critical legal issues impacting their practices. In coming weeks, more information will be available on the King County Nurses Association Website, www.kcnurses.org

KCNA to offer 10 nursing scholarships

Need help with tuition? King County Nurses Association will offer ten \$1500 scholarships to nursing students for the 2008-09 academic year. Scholarship awards are made to outstanding students in three categories: students seeking initial licensure as RNs; returning RNs seeking a BSN degree; and nurses seeking advanced degrees in nursing or related fields. Information and applications are available on the KCNA Website, www.kcnurses.org. Completed applications are due by March 1, 2008.

District 4 (Inland Empire Nurses Association)

Annual IENA Legislative Reception Highly Successful

The Inland Empire Nurses Association held its annual Legislative Reception on October 16th at the Red Lion River Inn in Spokane. This

year IENA collaborated with the Nurse Practitioners Group of Spokane to co-sponsor this event. Speakers for the night were Anne Tan Pizza, WSNA Director of Governmental Affairs, Communications & Membership, and Deb Smith, Assistant Professor at Gonzaga University Nursing Department. They discussed upcoming legislative issues for nurses and Nurse Practitioners. Additionally, City, County, and State Legislators attended and participated in an audience Q & A on Health Care issues.

Newly elected IENA President, Terry Buxton; Directors-at-large, Donna Pierce, Trish Fitzhugh, Brenda Wigen, and Danielle Feist joined continuing members of the IENA Board of Directors: Past President, Sharon Bradley; Treasurer, Martha Goodall; Secretary, Linda Williamson; and Directors-at-large, Dianna Dodson, Janet Toone, Michele Slider, Sara, Panter and Angela Starkweather. Their term began in November 2007 and they will serve until November of 2008.

The new board is looking forward to an interesting and exciting coming year, with new and innovative ideas for encouraging more participation by members.

District 9 (Snohomish County Nurses Association)

District 9 Establishes Special Fund for Nursing Students at Everett Community College in Honor of Helen Behan

How do we honor our nurse mentors and leaders? On Sept. 26th, Pamela Pasquale, the Snohomish County Nurses Association (SCNA)



president, presented the Everett Community College Foundation with a check for \$7,000 to establish a special fund for the nursing students, called "Helen's Helpers" fund. SCNA wished to recognize the contributions by Helen Behan, who has served in all aspects of nursing for over 50 years. She has especially touched so many nursing students while a faculty member at EvCC for over 30 years. The purpose of the fund is to give nursing students a hand to help them overcome some unexpected "bumps" in the road as they complete the program. It may be money for some new tires so the student can get to clinical, help with replacing materials after a fire (yes, it happened a couple of years ago), getting books while waiting for student loans to be finalized, or other events. The student is not required to fill out a form or pay it back. The faculty can access the fund for the student, and the hope is that when the student graduates and gets financially stable, that they will "pay it forward" back to the fund.

District 9 Announces Dues Reduction for One Year in 2008

As a result of a healthy treasury, at the Fall membership meeting, District #9 members voted to suspend collection of District 9 dues for one year and will re-evaluate whether to reinstate them next Fall.

ANA News Briefs

ANA Announces New and Improved NursingWorld Website

The American Nurses Association (ANA) launched its new and improved Web site, www.nursingworld.org on Friday, Aug. 10. The site has been totally redesigned with a completely new information architecture and a robust search engine to improve site navigation and usability. It has all the rich professional nursing content you have come to rely on, but with an updated and modern look that makes it easier to find what you need. It is all there, whether you are looking for continuing education, taking action on Capitol Hill, purchasing the latest Scope and Standards of Practice, viewing the latest nursing news or linking to your state nurses association. The new homepage highlights the work of ANA to members and other key audiences.

The new site is built with ANA's members in mind. Members who login to the special "Members Only" section will be able to access:

- The exclusive ANA publications archive
- Access free continuing education
- The Cumulative Index to Nursing and Allied Health Literature (CINAHL) database
- View daily headlines from the ANA SmartBrief (as well as a link to subscribe to this new daily e-newsletter)
- View a new section that features individual members of ANA and coming soon—access to the latest topic of OJIN: The Online Journal of Issues in Nursing.

To login, members can click on the login button or click on "Members Only Content" from the left side menu. As an ANA member, you can use your existing "Members Only" user name and password to access all the exclusive features. If you have never established an account just follow the easy directions on the login page. After you successfully sign in, please update your profile (and your password if you wish).

The new NursingWorld site will continue to evolve over time. ANA looks forward to seeing you online.

ANA to Hold 2nd Annual NDNQI® National Data Use Conference

The American Nurses Association (ANA) is hosting the second annual National Database of Nursing Quality Indicators (NDNQI) conference January 30 - February 1, 2008, Royal Pacific Resort at Universal Orlando, Orlando, FL. To receive a complete conference brochure as soon as it's available, please E-mail: meetings@ana.org or go to www.nursingworld.org/HomepageCategory/UpcomingEvents/NDNQI2008.aspx

NDNQI has been a leader in collecting nursing-sensitive indicators at the unit level since 1998 and now has more than 1,000 participating hospitals throughout the United States. Hospitals receive quarterly reports of their unit-level performance compared to others of their size and type.

In January 2007, at the first annual NDNQI conference, more than 900 attendees heard the latest research on how nurse staffing affects patient outcomes, received training in the newest data collection practices for nursing-sensitive indicators and learned how to identify cost savings achieved with quality improvement. This unique conference provides an excellent opportunity for you or your staff to learn more about the NDNQI program

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, CNA-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/

National Healthcare Decisions Day

April 16, 2008 has been designated as National Healthcare Decisions Day. The American Nurses Association (ANA) will join Americans across the country to help consumers talk about future healthcare decisions.

The National Healthcare Decisions Day (NHDD) Initiative is a collaborative effort of national, state and community organizations committed to ensuring that all adults with decision-making capacity in the United States have the information and opportunity to communicate and document their healthcare decisions.

On this day, throughout the country, healthcare providers, professionals, chaplains, attorneys, and others will participate in a massive effort to highlight the importance of advance healthcare decision-making. To facilitate this process, initiative organizers will provide clear, concise, and consistent information and tools for the public to execute written advance directives (healthcare power of attorney and/or living will) in accordance with their applicable state laws. These resources will be available at: www.nationalhealthcaredecisionsday.org.

Although several states have engaged in advance directives awareness events and numerous organizations have devoted substantial time and money to improving education about advance healthcare planning, only a small minority of Americans have executed an advance directive. National Healthcare Decisions Day seeks to address this issue by focusing attention on advance healthcare planning from a variety of directions simultaneously.

Coordinators are being recruited to develop networks in each state to encourage and support local activities and outreach. Organizations and coalitions interesting in participating are encouraged to register at the NHDD Web site, nhdd@nhpco.org, or call 1-800-658-8898.

Integration of Internationally Recruited Nurses into the U.S. Workplace

This year ANA partnered with the International Centre for Nurse Migration (ICNM), a joint project between the International Council of Nurses (ICN) and the Commission on Graduates of Foreign Nursing Schools (CGFNS), to host two conferences. The second conference, Internationally Recruited Nurses: Creating Positive Practice Environments, was held Aug. 5-7 in Chicago, IL. Its focus was on identifying practices that improve the integration of internationally recruited nurses in the U.S. nursing work environment.

Presenters discussed the elements of the immigration process, U.S. immigration and labor law, the prescreening process, and the U.S. nursing licensure process. In addition, attendees heard about two programs that have been implemented. The first case study discussed was Transitioning Internationally Educated Nurses for Success, at The Hospital of the University of Pennsylvania. The second was from Mercy Hospital and Medical Center in Chicago. Both programs seek to address the many issues that can be barriers to the internationally recruited nurses. Barriers such as transportation from the airport when they arrive, housing, language, banking, credit card, to understanding their new work environment.

Keynote speaker Peter Buerhaus, PhD, RN, FAAN, described the nurse labor market as sensitive to changes in RN wages and earnings of the spouse. And he noted two rising segments of the current workforce: older nurses and those who are foreign born. He said that nurses cannot afford to let up on efforts to address the shortage, which now is projected at 340,000 by the year 2020 and "more than large enough to incapacitate the health care system." Buerhaus also added that there is an increasing demand for higher quality care and safety, public reporting, teamwork and high quality nursing care, and RNs from other countries will need to contribute in meeting those goals.

ANA and the ICNM will continue to collaborate on next steps toward better understanding this integration process, its impact on internationally recruited nurses and domestic nurses. ICNM will be holding similar conferences in other countries.

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.

December 2007:

NICHE 2007 – Best Practices In The Care of Older Adults-Session One; Virginia Mason Medical Center, Seattle, WA; December 3; Fee: \$115; Contact Hours: 6.1; Contact: F

Wound Management Update 2007; University of Washington, Shoreline Conference Center; Seattle, WA; December 6-7; Fee: \$325/295 (both); \$225/195 (single); Contact Hours: 13.0; Contact: C

Persistent Chronic Pain Syndromes: Evaluation & Effective Interventions; Health ED, Portland, OR; December 11; Fee: \$149; Contact Hours: 6.0; Contact: Health ED, Box 1075, Eau Claire, WI 54702-1057 or www.health-ed.com

Persistent Chronic Pain Syndromes: Evaluation & Effective Interventions; Health ED, Everett, WA; December 12; Fee: \$149; Contact Hours: 6.0; Contact: Health ED, Box 1075, Eau Claire, WI 54702-1057 or www.health-ed.com

Ethics in Action; Health ED, Spokane, WA; December 12; Fee: \$149; Contact Hours: 6.0; Contact: Health ED, Box 1075, Eau Claire, WI 54702-1057 or www.health-ed.com

Persistent Chronic Pain Syndromes: Evaluation & Effective Interventions; Health ED, Seattle, WA; December 13; Fee: \$149; Contact Hours: 6.0; Contact: Health ED, Box 1075, Eau Claire, WI 54702-1057 or www.health-ed.com

Ethics in Action; Health ED, Tacoma, WA; December 13; Fee: \$149; Contact Hours: 6.0; Contact: Health ED, Box 1075, Eau Claire, WI 54702-1057 or www.health-ed.com

Ethics in Action; Health ED, Lynnwood, WA; December 14; Fee: \$149; Contact Hours: 6.0; Contact: Health ED, Box 1075, Eau Claire, WI 54702-1057 or www.health-ed.com

January 2008:

Introduction to Perioperative Nursing; Pacific Lutheran University; Tacoma, WA; January 3-31, Fee: \$1,200.00; Contact Hours: 175; Contact: A

Medical-Surgical Nursing 2008: Review Course for Practice and Certification; University of Washington, Seattle, WA; January 10-April 10, 2008; Fee: \$645; Contact Hours: 42; Contact: C

Pharmacotherapeutics for ARNPs; Pacific Lutheran University, LaQuinta Inn Conference Center, 1425 East 27th St.; Tacoma, WA; January 25, 8:15am – 4:45pm, Fee: \$129.00; Contact Hours: 7.5; Contact: A

February 2008:

Teaching About Pregnancy, Childbirth & Newborn: Basic Teacher Education Program; Great Starts Birth & Family Education; Seattle, WA; February 1-4; Fee: \$450 - 350; Contact Hours: 24.0; Contact: Janelle Durham at (206) 789-0883 or jdurham@parenttrust.org

Wound Management Update 2008; University of Washington, Northgate Executive Center 1; Seattle, WA; Feb. 13-April 17, 2008; Fee: \$75; Contact Hours: 130; Contact: C

March 2008:

Neonatal Drug Therapy; University of Washington School of Nursing; Seattle, WA; March 1, Fee: \$225; Contact Hours: 7.0; Contact: C

Pediatric Assessment; Pacific Lutheran University; Tacoma, WA; March 5 & 6, 8:30am – 4:30 pm, Fee: \$209.00; Contact Hours: 15; Contact: A

Pediatric Drug Therapy; University of Washington School of Nursing; Seattle, WA; March 5, Fee: \$225; Contact Hours: 7.0; Contact: C

April 2008:

Certification Review Course for the National Board for Certification of School Nurses (NBCSN) Exam; Pacific Lutheran University; Tacoma, WA; April 4 & 5, 8:00am – 4:30 pm, Fee: \$209.00; Contact Hours: 12.5; Contact: A

19th Annual Pacific Northwest – Ambulatory Care Nursing Conference; University of Washington School of Nursing; Seattle, WA; April 23-24, Fee: \$325; Contact Hours: 12.8; Contact: C

Basic Preparation Course for Parish Nurses; Pacific Lutheran University at Providence St. Peter Hospital, Olympia WA; April 22, 23, 24 & May 21 & 22, 2008, 8:00am – 5:00 pm, Fee: \$445.00; Contact Hours: 25.0; Contact: A

Teaching About Pregnancy, Childbirth & Newborn: Basic Teacher Education Program; Great Starts Birth & Family Education; Seattle, WA; April 24, 25, 28, 29; Fee: \$450 - 350; Contact Hours: 24.0; Contact: Janelle Durham at (206) 789-0883 or jdurham@parenttrust.org

Diabetes Update; Pacific Lutheran University, Tacoma; April 25, 8:30am – 4:30 pm, Fee: \$99.00; Contact Hours: 6.25; Contact: A

May 2008:

Women's Health Drug Therapy; University of Washington School of Nursing; Seattle, WA; May 7, Fee: \$225; Contact Hours: 7.0; Contact: C

Foot Care Skills for Nurses; Pacific Lutheran University, Tacoma; May 14, 8:30am – 4:30 pm, Fee: \$109.00; Contact Hours: 6.25; Contact: A

Adult/Geriatric Drug Therapy; University of Washington School of Nursing; Seattle, WA; May 21, Fee: \$225; Contact Hours: 7.0; Contact: C

Carbohydrate Counting for Healthcare Providers; Pacific Lutheran University, Tacoma; May 21, 6:00 – 9:00 pm, Fee: \$25.00; Contact Hours: 3.0; Contact: A

June 2008:

End of Life Care; Pacific Lutheran University, Tacoma; June 6, 8:30am – 4:30 pm, Fee: \$99.00; Contact Hours: 6.25; Contact: A

Neuropsychotropic Drug Therapy; University of Washington School of Nursing; Seattle, WA; June 8, Fee: \$225; Contact Hours: 7.0; Contact: C

Design and Deliver: Creating Meaningful Learning; Pacific Lutheran University, Tacoma; June 13, 9:00 am – 4:00 pm, Fee: \$89.00; Contact Hours: 5.5; Contact: A

July 2008:

Introduction to School Nursing; Pacific Lutheran University, Tacoma; July 8-11, 8:00am – 4:30 pm, Fee: \$445.00; Contact Hours: 25.0; Contact: A

Keeping Kids in the Classroom 2008; Pacific Lutheran University, Tacoma; July 15 & 16, 8:30am – 4:30 pm, Fee: \$189.00; Contact Hours: 12.5; Contact: A

December 2008:

Teaching About Pregnancy, Childbirth & Newborn: Basic Teacher Education Program; Great Starts Birth & Family Education; Seattle, WA; December 4, 5, 8, 9; Fee: \$450 - 350; Contact Hours: 24.0; Contact: Janelle Durham at (206) 789-0883 or jdurham@parenttrust.org

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

Breast Cancer Prevention for Rural Healthcare Professions; Contact Hours: 1.5; Fee: -0-; Contact: Fiona Shannon (360) 297-1274

Cardiology Concepts for Non-Cardiologists; Contact Hours: 18.75; Fee: \$425.00; Contact: Fiona Shannon (360) 297-1274

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

Clinical Pharmacology Series: Contact Hours: 7-8.0; 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: Breaking the Cycle of Depression; Contact Hours: 14.0; Contact C

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

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

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

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

Managing Type 2 Diabetes: Contact Hours: 1.5; Contact: FnP Associates

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 Extremities 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

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 Dive
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 Cislo, 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@aaahn.org

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

Wild Iris Medical Education

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

FnP Associates

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



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 educate lawmakers on nursing and health care issues.

7:30a.m. – 8:30a.m.
Registration / Check-in

8:30a.m. – 8:45a.m.
Welcome and Introductions

8:45a.m. – 9:20a.m.
Current Legislative & Regulatory Nursing Issues
Presented by the WSNA Legislative & Health Policy Council

9:20a.m. – 9:30a.m.
WSNA-PAC Fundraising

9:30a.m. – 10:00a.m.
Keynote Address – Governor Christine Gregoire (invited)

10:00a.m. – 11:00a.m.
"Safe Nurse Staffing Saves Lives" - Presentation of research & legislative proposal

11:00a.m. – 11:15a.m.
Break

11:15a.m. – 12:15p.m.
Concurrent Breakout Sessions:

1. Grassroots Political Action: Basics of Legislative Advocacy
2. Health Care Reform
3. Uniform Disciplinary Act – Balancing Public and Provider Interests
4. Advanced Practice Nursing Issues

12:30p.m. – 1:30p.m.
Luncheon at the Capitol – Legislator of the Year Awards
Sponsored by WSNA, ARNPs United of Washington State and Washington Association of Nurse Anesthetists, and the Association of Advanced Practice Psychiatric Nurses

1:30p.m. – 4:30p.m.
Attend Hearings/Meet with Legislators

5:00pm – 6:30p.m.
Legislative Reception at Columbia Room in the Capitol
Hosted by Washington Association of Nurse Anesthetists, WSNA, ARNPs United and the Association of Advanced Practice Psychiatric Nurses

February 4, 2008

Registration Form on Next Page →

Olympia, WA

Registration Form: **WSNA Nurse Legislative Day - Feb 4, 2008**

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

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

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

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

* Pre-registration applies only to registration forms received before January 26th.

Registrant information: — each registrant must complete his/her own form; photocopy as needed

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

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

\$_____ **Total payment due**

Name: _____ Credentials: _____

Street Address: _____

City: _____ State: _____ Zip: _____ Phone: _____

E-mail address: _____

Legislative District: _____ Mem. ID/SS#: _____

Payment: _____ Check payable to WSNA

_____ Visa/Master Card #: _____ - _____ - _____ Expiration date: ____/____

Cardholder's name: _____ Cardholder's signature: _____

575 Andover Park W., Suite 101 Seattle, WA 98188 Ph: (206) 575-7979 Fax: (206) 575-1908

✂ Detach here and return top portion by mail or fax

Dear Nursing Talent!!

Are you someone who strives for Service Excellence; Maintains a high level of Integrity for you and your patients; Values and understands the true meaning of Team; Do you strive for Continuous Improvement? Have others come to rely on your Accountability? Have you found true Fulfillment in what you do every day? Do you like to have Fun?

These are DaVita's Core Values and if you answered **YES**, you may be just who we are looking for. Consider this an **invitation** to explore **The DaVita Difference!**

Among being recognized as one of Fortune's "Most Admired" Healthcare Companies; we have been named a Top 125 Training Company by Training Magazine three years running for our dedication to teammate development,

both personally and professionally.

Our Teammates enjoy a very nice benefit package including medical coverage, 401k, profit sharing, tuition reimbursement, Growth, and so much more...

Currently we are looking for Dialysis Nurses in Tacoma, Washington.

The Staff Registered Nurse works autonomously; managing the compassionate and professional delivery of all dialysis related nursing services for End Stage Renal Disease patients. Primary responsibilities include patient assessment, development and administration of dialysis plans, patient data analysis, administering medications, fluid therapy/blood products and other treatments per physician's orders.

Additional duties include training new staff members, as well as preparing, monitoring and maintaining dialysis machines and systems.

If you didn't already know, a career in Dialysis allows you to know your patients well, and see an instant impact from your efforts.

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www.davita.com/careers
or call 425-361-1414**

Ask Jeremy how you can be a part of our team!



E&GW Update

WSNA Continues to Make Significant Gains at the Bargaining Table

During the third quarter of 2007, new bargaining unit contracts were ratified at Children's Hospital & Regional Medical Center, Toppenish Community Hospital, Kindred, Pullman Regional Hospital, Virginia Mason Hospital. Both Grays Harbor Community Hospital and Seattle-King County Public Health – Staff Nurses have tentative agreements and will be voting very soon!

All of these contracts are for 3 years, with wage increases ranging from:

- 1st Year 4% - 18.7%
- 2nd Year 3% - 4%
- 3rd Year 3% - 4%

Examples of gains include:

- Pullman Regional Hospital achieved the largest gains in the first year with increases ranging from 7.8 % to 18.7%
- Children's Hospital & Regional Medical Center now has a "No-

Pay" Protection Plan to assist nurses from covering low census hours with vacation hours to cover for low census.

- Most of the new contracts include additional steps either in the middle (skipped) steps or at the top of the scale.
- Call back and work at the end of shift triggering Rest Between Shift premium.
- Recognition for a BSN and MSN with premiums and /or increased steps
- Increase in Float Pool Premiums
- Increases in many of the premiums including, Shift Differential, Charge Nurse, Standby, Preceptor, Certification, Weekend

All current WSNA contracts are on the WSNA Web Page. Go to: www.wsna.org/localunits/ Click on the individual facility to open the Local Unit Web page. Click on the link to open the contract and you will be able to review the entire contract.

Central Washington Hospital/WSNA Local Unit Officers Host Picnic

by Diane Mitchell, RN, LU Treasurer

The WSNA Central Washington local unit officers hosted a picnic at Walla Walla Point Park on Sept. 12, 2007. The local unit officers wanted to use their local unit funds in a way that all the nurses could enjoy. This was a new opportunity for nursing staff to enjoy their fellow employee's company in a more relaxed setting and remind their families that they are appreciated. Master of the grill was Doug Landers, Co-chairperson. Tamara Jones (grievance officer) and Kathy Noland (secretary) were on the BBQ wing and bean crew. The remaining officers provided salads and deserts. Pepsi donated several cases of soft drinks. Many local businesses donated gifts for door prizes. The officers and members appreciate the generosity and acknowledge the contributions. The members also won door prizes and because the hospital operates 24/7, many staff were required to work and therefore unable to attend the picnic. A separate drawing was held

for those nurses.

The weather was perfect, sunny with a slight breeze. The sheltered picnic area was ideally located near a playground for the children to enjoy. The shelter was equipped with a large grill, sink (with running water), and plenty of tables for the group of approximately 50 nurses and family members. The picnic area was near the Chelan River and multi-purpose path for walkers, runners, and cyclists to enjoy.

There was more than enough food for those who attended. What was not consumed was taken to the hospital for the nurses who were on duty. The picnic was such a success that the officers are hoping to make this an annual event. This is a group that knows how to use their local unit funds and takes pleasure in doing so.

The WSNA local unit officers at Central WA hospital: Nancy Biddle-Chair, Doug Landers-Co-Chair, Diane Mitchell-Treasurer, Kathy Noland-Secretary, Tamara Jones-Grievance officer, Trisha Ward-Grievance officer, Lorna Sebastian-Membership, and Carolyn Galloway -Membership



Washington Health Professional Services Program Provides Help to Impaired Practitioners

by Jean Sullivan, RN Director; Amanda Capehart, MSW, LicSW, CDP; and Fred Garcia, MSW

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The Washington Health Professional Services (WHPS) program was established in 1988 to help with practitioners impaired by alcohol or other drugs safely return to practice. The program monitors chemically impaired health care professionals. Its goals are to:

- 1) Promote early intervention for suspected substance abuse and support recovery from the disease of chemical dependency,
- 2) Retain skilled practitioners by providing an alternative to discipline,
- 3) Ensure the public's safety from chemically impaired practice and judgment, and
- 4) Return professionals safely back to work.

Alcohol and drug impairment affect many health care professionals. Limited data on the rates of incidence exist because substance-abusing professionals rarely report it for fear of disciplinary action and employers rarely document observed occurrences. Data from the National Household Survey indicate that the overall rates for alcohol disorders in the general population are 13.5 percent for lifetime prevalence, and an overall lifetime prevalence of drug abuse and drug dependence of 6.2 percent. Some studies suggest that health care professionals have a combination of unique risk factors for substance abuse, including: access to pharmaceuticals; family history of substance abuse; denial; emotional problems; stress at work or at home; thrill seeking; or self-treatment of pain.

Health care professionals often are experts in pharmacology and the access to medications presents a potent occupational hazard. In addition to easy access, health professionals are inherently optimistic that prescription drugs work. Health care professionals care for patients with severe medical and psychological disorders who are dependent on their expertise. Dealing daily with these patients can be stressful for even a seasoned practitioner. Culturally, alcohol is a common antidote for a stressful day. The use of alcohol as stress relief rather than social enjoyment may be a gateway to the use of sedative/hypnotic or narcotic drugs.

The worksite may be the last place for alcohol/drug abuse or addiction to be identified. The signs and symptoms of substance abuse in professionals occur last at the job, meaning there have already been significant consequences in the family, physical, social, financial and perhaps legal areas.

Dr. G. Douglass Talbott in his work with the Talbott Center has

identified "a professional conspiracy of silence" in the health care professions. He writes that "many health care professionals continued to progress in their disease toward terminal or fatal consequences without appropriate intervention. Inherent in this conspiracy of silence was patient liability as practitioners who were actively chemically dependent continued in their roles... Late identification of health care professionals with alcohol/other drug problems generates legal risks, as many lawsuits filed include not just the health care professional, but his/her peers, associates, superiors, professionals and administrative individuals."¹

Health care professionals are trained and expected to assume leadership roles in clinical practice, and therefore, may have great difficulty in acknowledging personal needs. It is common to hear, "I could not reach out for help." However, it is important to note that for health care professionals, as with any chemical dependency patient, the earlier the intervention, the sooner treatment can occur and the better the outcome will be.

To achieve the goals listed above, WHPS develops a structured monitoring contract with health care professionals which requires participants to obtain a diagnostic assessment, and if so indicated, enter and complete treatment, submit to random urinalysis, and attend peer and self-help support groups. Employers sign the contract along with the participant and both the participant and worksite monitor report monthly on the participant's ability to safely practice. The WHPS Program works with 53 of the 57 categories of licensed, certified or health care professionals. The largest groups of participants are nurses (RN/ LPN/ ARNP), Health Care Assistants, Emergency Medical Technicians, Chemical Dependency Professionals and Registered Counselors. Feel free to call us at (360) 236-2880 or go to <https://fortress.wa.gov/doh/ppqa1/hps2/WHPS/default.htm> with any questions. We also offer in-service trainings and consultation for your staff on the continuum of substance abuse, including addiction, among health care professionals.

Training and consultation are available free of charge to employers, schools and universities, and professional associations. We can assist in planning and consultation for interventions with professionals who may be diverting or impaired when coming back to work. Our service is here to promote safety and to address recovery. Please consider using this valuable resource: Douglass, Talbot and Linda Crosby, Counselor Magazine for Addiction Professionals. "How To Treat the Health Care Professional" March/April 2001.

WSNF Announces Dates for 2008 WSNF Nursing Scholarship Awards

Each year the Washington Nurses Foundation awards a minimum of four \$1000 scholarships. In 2007, WSNF awarded \$8,500 in scholarships and grants and plan a similar or greater level of funding in 2008.

Undergraduate student applicants must be enrolled in an accredited program leading to an associate or baccalaureate nursing degree, and must have completed at least 12 nursing

credits (Credits from LPN programs do not apply towards the 12 completed credits). Graduate student applicants must be enrolled in an accredited graduate nursing program to be eligible to apply for a scholarship. Applicants must be either a resident of Washington State or enrolled in an approved RN program in Washington State.

The next deadline for scholarship applications

is February 8, 2008. Scholarship award announcements will be made by April 16, 2008. Scholarship applications are available on the WSNF web site at www.wsnf.org/wsnf/scholarship.application.pdf or by calling WSNF at 206-575-7979 ext 3024.

WSNA Nurses Respond to Help Kentucky and West Virginia Nurses in Appalachian Regional Healthcare (APH) Strike

More than 800 nurses at nine hospitals in Eastern Kentucky and West Virginia have been on strike since October 1st 2007 after negotiations over a new contract with Appalachian Regional Healthcare stalled over a host of issues including pay, mandatory overtime and overall staffing levels at ARH's hospitals. ARH serves 350,000 residents in Eastern Kentucky and West Virginia and employs about 4,000 people in its nine locations.

ARH hospitals affected by the strike include seven in Kentucky, in Harlan, Hazard, Middlesboro, Whitesburg, Morgan County, McDowell and Williamson. West Virginia hospitals affected by the strike are in Beckley and Summers County.

Contract negotiations had been going on since Aug. 27th. A polling of the nurses by the KY and WV Nurses Associations found that overwhelmingly nurses main issues were scheduling and staffing and mandatory overtime, said Pat Tanner, Chief Negotiator for the nurses. "Members decided that they had to strike because management shut down all negotiations four days before the contract was set to expire."

This is the second time this year that ARH and a union have been at impasse over a contract. The United Steelworkers, which represents the majority of ARH employees, went on strike for 25 days before agreeing to a three-year contract.

Staff and members from the UAN, AFL-CIO, several state nurses associations, including WSNA, Oregon, Ohio, New York, Missouri, Michigan and Minnesota, the CNA and other unions have gone to Kentucky and West Virginia to help the striking nurses on the picket line and at the bargaining table.

WSNA's two organizers, Jan Bussert and Stacie Addison spent a week on the picket lines, helping with strike management and delivering financial and other support from WSNA. At press time, WSNA Director of Labor Relations, Barbara Frye, and WSNA members Betty Perman and Sally Baque as well as nurses from Ohio, Missouri

and Oregon are traveling to the picket lines over the Thanksgiving holiday and through the weekend.

In mid -October, the UAN sent \$5,000 to KY and WV and provided an organizer and other support. WSNA's Board and Cabinet approved at \$6,000 contribution to the KY and WV Nurses Associations to help support their efforts to provide support to the striking nurses and combined together, WSNA, Oregon, Ohio and New York sent \$26,000. Michigan, Minnesota and Florida also sent funds.

On November 4th, at the meeting of the UNA national Cabinet Chairs in Miami, Jeanne Avey, WSNA Cabinet Chair, issued a challenge to all the State Nurses Association Local Units to match her Local Unit's donation of \$1,000 to the striking nurses. The Challenge was then issued to all WSNA Local units to give what they could to support the nurses on strike in Kentucky and West Virginia.

On Monday, November 5th AFL-CIO President John Sweeney announced the federation and online donors will be contributing \$20,000 to the AFL-CIO Community Services Network to help the striking nurses. This comes just days after AFL-CIO members delivered a truck-load of food items worth about \$10,000 to the striking nurses. Another truck load was planned for the following week.

The WSNA Local Units have responded generously. Below is an update on the WSNA Board, Cabinet and Local Unit's financial contribution through November 20th. There have also been many personal contributions from WSNA members either directly to the KNA or through the AFL/CIO).

WSNA Contributions So Far:

WSNA Board of Directors and Cabinet Discretionary Funds	\$6,000.00
Peace Health	\$1,000.00
Virginia Mason Hospital	\$2,000.00
Sacred Heart Hospital	\$1,500.00
U of Washington	\$2,000.00
Evergreen	\$300.00
Children's Hospital	\$1,000.00
Northwest	\$250.00
Spokane Regional Health District	\$150.00
St Joseph - Tacoma	\$3,000.00
Yakima Regional Hospital	\$500.00
Central Washington Hospital	\$200.00
Skagit Valley Hospital	\$500.00
Good Samaritan Hospital	\$1,500.00
Kadlec	\$1,200.00
St Clare - Lakewood	\$500.00
Tacoma General	\$750.00
Holy Family - Spokane	\$1,000.00
Total:	\$23,350.00

For more information and updates about the strike and how you can help go to: www.wsna.org/library/2007.appalachiastrike/



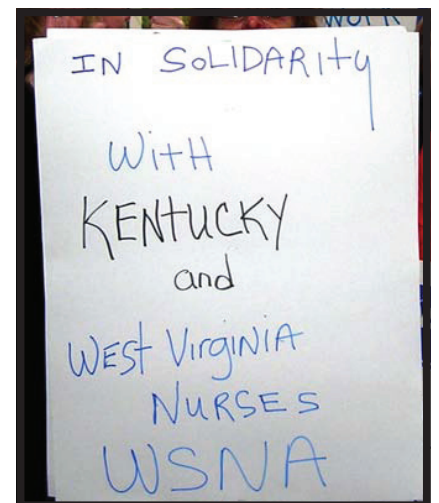


From Our Picket Line to Yours...

Greetings from the nurses of Washington State. You are not alone in this fight! We want to express our support, and our sincere admiration for your courage. We are with you in spirit. **Keep fighting for what you know is right!**

"The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds."

- Abraham Lincoln



New Members

DISTRICT 1

WHATCOM COUNTY

BATES, RACHEL
BELLER, SUSAN
BLUMENSHINE, MICHELE
CARLISLE, TAWNYA
COOKE, ROBIN
ENGELHART, JENNIFER
GALVIN, MACKENZIE
HICKMAN, TONYA
HOINES, CATHY
IVES, KARLA
KURTZ, WENDY
LEUSINK, LAURA
MEEKER, MELINDA
POSTMA, ALICIA
SCHACKEL, GRACE
SCOTT, DONNA
TALBERT, STEPHANIE
VAN MERSBERGEN, LEAH
VANCE, JULIE
VOLLANS, STEPHEN
WALSTON, HEATHER
WEAN, SUSAN

DISTRICT 2

KING COUNTY

ABARIENTOS, ELAINE
ALBERTSON, LYNN
AVALON, TERESA
BALL, GINA
BARNES, KIMBERLY
BELL, LUCIA
BELTRAN, MAFE
BERNHARDT, KRISTINA
BIELBY, CAROL
BLACKWELL, LAURA
BRANDON-MILLER, CHAD
BRANT, DOUGLAS
BRUNSON, JENNIFER
BUCHSEL, PATRICIA
BUENARTE, NORMA
CARRILLO, MARIA DEL CARMEN
CATE, EMILY
CHELMO, HOLLY
CHISM, TEAESSA
COLLERAN, MEGHAN
COPPEANS, AMY
CRAIN, JESSICA
CRANMER, JOHN
DALY, KOLLEEN
DASCALU, IONEL
DAVEY, MELINDA
DAVID, YOLANDA
DAVIES, NEESHA
DAVIS, BARBARA
DENSMORE, SUSAN
DIEHM, MINDY
DIMITROFF, STEPHAN
DIPRIMA, JENNIFER
ELLIS, GERALDINE
ELLIS, LISA
FLEMING, PATRA
FOSTER, COLLEEN
FRANZ, RACHEL
FRITZ, CATHERINE
FROESE, SARAH
FUNK, JAKE
GAAL, ZAINAB
GALLARDO, STEVEN
GARCIA, KEVIN
GARLAND, ALYSON
GILL, KIRANJOT
GOFF, EMILY
GRANTHAM, BETHANY
GRIFFIN, ABBIE

HEBERT, CHRISTINE
HEWSON, HOPE
HOLMAN, PAVLA
HOWER, KELLY
HUEHN, KARA
HURST, COURTNEY
ILAGAN, KRISTINA
JORDAN, SUSANNE
KATO, NORAILEEN
KELLER, CLAUDIA
KEYLON, JENNIFER
LABRASH, LAUREL
LAING, ERIN
LAISE, JESSICA
LASSITER, NICOLE
LAW, JASON
LEE, GRACE
LICHTY, BRENDA
LIN, I-FAN
LOCKETT, SHARON
LONG, ALISSA
LUGERS, TREVOR
MAJI, JEREMY
MCNULTY, NAISHA
MERCADO, CELIN
MERCE, REBECCA
MICHELS, CORINNA
MINOR, CARL
MITRE, TERESA
MORGAN, SARAH
MURILLO, ELENA
NARISAWA, CHIKAHO
NASAYAO, MARIVIC
NELSON-TANKUS, RUSCELE
NIEMAN, ALLISON
OH, DONG-YEON
OSTROWSKI, IRINA
OSWALD, LINDSEY
PALMER, FLORENCE
PARTON, LYNDY
POBRE, TEOFILO
PREDOVICH, KRISTEN
RADFORD, JULIE
RAY, JENNIFER
RENNELS, BROOKE
RILEY, ERIN
RIUTTA, ANNELI
ROACH, DANICA
ROGERSON, ANNE
ROSALES, VANESSA
ROSE, ANDREA
ROYER, MINH
RUSSO, JASON
RWAMASHONGYE, JOAN
SACK, EMILY
SALINAS-SANTOS, HAPPY
SALTER, QUINN
SIMON, NICOLE
SMITH, COURTNEY
SMITH, MARISSA
SONG, JINA
SOULIER, BROOKE
SPENCER, JILL
STEIN, MARIBETH
STEPHENS, JEFFREY
TAYLOR, ANGELA
TAYLOR, FRANCINE
TEAL, ALISON
TINKER, ELIZABETH
VAN ESSEN, VANYA
VEYSEY, KATHERINE
WAGNER, ASHLEY
WARREN, OKEYBEKHAN
WILLIAMS, ANGELA
WINDSOR, KIMBERLY
WOODRUFF, NICOLE

WOOLSEY, COLLEEN
WRIGHT, KRISTIN
YADA, JASON
ZHONG, REMIA

DISTRICT 3

PIERCE COUNTY

ABRAMS, CECILIA
AGEE, ERI
AKRAMOFF, SHERRILYN
ANSTETT, JESSICA
ASKEW-BAHR, DEBORAH
AUSTIN, EMILY
BARKER, JAYME
BARRON, ANN
BARTOLOME, MERLIN
BAUMER, UTE
BIERMAN, JANE
BIRNEL, JENNIFER
BLAKE, ERIKA
BOND, CHRISTIE
BOOS, BRENDA
BRADEN, JESSICA
BRAND, KATRINA
BRANNOCK, MELISSA
BRATTEN, SHARON
CARTER, JUNE
CLARK, COTY ANN
COLLAR, SHARIE
COLLIS, DIANE
CONNER, LESLEE
CORDI, CORA
CROSS, KRISTIN
CRUZ, EVANGELINE
CRUZA, JASMINE
DAVIS, JOYLYN
DE LA CERNA, MYRNA
DE MAIO, PENNY
DECCIO, PHYLLIS
DEVINK, HEIDI
DEWEY, JUDITH
ECK, JAEMI
ERDAHL, ANGELA
ERICKSON, SONDRY
ESBESHAD, STEPHANIE
FANICH, MICHELE
FERRERI, DANIELLE
FILLMORE, MERRILY
FISH, LINDA
FOTOH, MONIKA
GHILONI, ANNALEE
GHOLSON, LISA
GIVENS, BERNADETTE
GOETSCH, SARAH
GOSS, KATHY
GROSE, KEEGAN
HANNITY, JENNA
HARRIS, CASEY
HAYDEN, MARGARET
HELBERT, MATTHEW
HENCKE, KRISTI
HENNESSEY, WANDA
HILL, JENNIFER
HIMMELSBACH, KYLE
HOLMAN, KELLY
HOLT-KNOX, SARA
HOMMEL, RAMONA
HOUGH, GERMAINE
JENKINS, FREDERICA
JONES, JILL
JULIEN, CATHERINE
KEFFER, KAREN
KENNEDY, MELODY
KIM, HYE
KING, SUSAN
KO, MYUNG

KOVALENKO, ANASTASIYA
LAMAR, LUDMILA
LARDY, JENNIFER
LAZARO, FE
LEAMAN, KIRA
LEMIEUX, ANNEKA
LEWIS, AMY
LUEDTKE, EMILY
MAREK, KARLA
MARK, SUSAN
MARQUIS, JEANETTE
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MCCOY, MELISSA
MCKEOUGH, MEGHAN
MERRITT, STACEY
MILLER, ASHLEE
MOORE, CHARIS
MORRISON, NICOLE
MORTON, KOLLEEN
MUNNS, MISTY
NELSON, RIKANDA
NESVARLIVAYA, VALENTINA
NIXON, KATHRYN
NOBLES, ROXANE
NORRIS, MARCY
OMTVEDT, ANGELA
PAKI, SETH
PATE, JANICE
PETERSEN, KELSEY
PINGLE, JAIME
RAMOS, ELLISON
ROBBINS, KAREN
RODGERS, KELLY
RUDIN, KATIE
RUSSELL, SHARLA
SANTY, MARIA CRISTINA
SCHAEFER, LYLE
SCHWAB, MEGHAN
SCHWEISS, MELANIE
SEALE, JILL
SHAWHAN, MAURA
SHEIKH, SARAH
SIM, DANIELLE
SMITH, GREGORY
SMITH, JAMIE
SMITH, NATALIE
SMITH, SEAN
SMITH, TRACIE
STAKSET, ARLENE
STANFORD, SOPHIA
STANLEY-MCKAY, BETH
STANZUK, ALESHA
STEWART, AMANDA
STORWICK, MARTA
STROHBUSCH, MARK
SUAREZ, JEFF
SWACKHAMMER, JENNIFER
TAYLOR, COLEEN
TAYLOR, KONNI
THOMAS, AIMEE
WALKER, ALICE
WALKER, ANGELA
WALSKI, LENIE
WANDREY, SHONNA
WEGLEY, ANGELA
WEINS, DEBRA
WEST, PAMELA
WESTERFIELD, DONNA
WILKEY, JOANN
WILLOUGHBY, AARON
WINEBRENNER, DAWN
WINIEWICZ, DONNA
WRIGHT, MERSADIES

DISTRICT 4**SPOKANE / ADAMS / LINCOLN / PEND OREILLE**

ABERNATHEY, FRANCIS
 AMISTOSO, JOAN
 BARBER, ELIZABETH
 BOUSCHER, DEBORAH
 BROOKS, KATHERINE
 BURLAND, CHRISTINA
 BURTON, PATRICIA
 CANADAY, LORI
 CARRUTHERS, LAURIAN
 CASTILLO, JO
 CHRISTIAN, REBEKAH
 COLLINS, SARAH
 CORN, LINDA
 CUSTER, MIRANDA
 DUMARS, JANUARY
 EASTMAN, JENNIFER
 ESCHENBACHER, REBEKAH
 FUNRUE, KIRSTEN
 GAUNT, NANCY
 HARA, EIMI
 HERSMAN, CAROLYN
 HERZER, MARIA
 HICKEY-JOHNSON, DAWN
 HILLER, PATRICIA
 HOLBROOK, SHARON
 HUGHES, CANDICE
 HYDE, TIFFANI
 JERALD, JAMIE
 JEX, CYNTHIA
 JOBES, SANDRA
 JONES, YOLANDA
 JOSLYN, ROSELLE
 KANANOWICZ, BENJAMIN
 KEICHER, ANGELA
 KIRSCHBAUM, ELLEN
 KRAMER, CINDY
 KRAUS, DAVID
 KRAUSE, AMY
 KURRUS, ANASTASIA
 LABOSSIERE-KARDASH, TARA
 LAVINDER, CRAIG
 LITTLE, JENNIFER
 LOCK, BARBARA
 MADISON, AMI
 MASER, NICOLE
 MATTHEWS, ELAINA
 MCHENRY, PATRICK
 MILLSAP, KERYN
 MORASCH, SARA
 MOTT, THERESA
 NEWMAN, LYNDA
 O'MALLEY, KATIE
 ODIORNE, JUANITA
 OSBORN, DIANE
 OSTLIE, DALANA
 PALM, JOAN
 POGREBA, STEPHANIE
 REILLY, KIMBERLEY
 RINEHART, MELINDA
 SCHMIDT, RACHEL
 SKAGEN, JULIE
 SMALL, MARSHA
 STALEY, ROBYN
 STEELE, NANCY
 STEPHENS, ERIN
 STRANDY, KELLEY
 TEETER, VANESSA
 TESKE, LAURA
 THOMPSON, JONATHAN
 VOLYN, KIM
 WARNER, KATHRYN
 WEAVER, MANDY
 WEST, AMBER
 WILLOUGHBY, KYMBERLEY
 WISE, JANNA
 WISEN, BROOK
 WOLFE, RACHEL

DISTRICT 6**YAKIMA CITY / N YAKIMA**

BENNINGFIELD, LINDY
 BJUR, JESSICA
 DAVIS, CLARICE
 EBE, SALLY
 HESTER, JUDY
 LAFRAY, RANDY
 MANKA, TIMOTHY
 MURPHY, NICOLE
 PATRICK, SHERRY
 ROSS, MELISA
 SAINSBURY, PAULA
 SEE, ERIN
 STANDISH, JONI

DISTRICT 7**CHELAN / DOUGLAS / GRANT**

BAKER, TERRIE
 BLANE, TIFFANY
 GAMBLE, ASHLEIGH
 HAGY, JANIS
 LUNDIN, MARGARET
 MILLER, SHAY
 OLSEN, WILLIAM
 REICHERT, HANNA
 SCHOCH, EUGENE
 WARFIELD, G. SCOTT
 WERTMAN, SHAWN

DISTRICT 8**GRAYS HARBOR**

CLUTE, MELISSA
 FRIDLUND, DEEANDRA
 GREELEY, NICHOLAS
 GREELEY, TARA
 HARWOOD, LAURA
 HENDERSON, ANNE
 HENNESS, KIMBERLY
 JAMES, ELIZABETH
 JAMIESON, ROSALIND
 JOHNSON, TRACI
 JUMP, JULIE
 LANDON, JENNIFER
 SCOTT, LADONNA
 STAMON, ELIZABETH
 WEBER, TANYA
 WOLINSKI, JESSICA

DISTRICT 9**SNOHOMISH COUNTY**

KERN, NAOMI
 KING, DONNA
 SKOMSKI, PAULA
 TARBILL, AMANDA

DISTRICT 10**WAKIAKUM / COWLITZ**

ANDERSON, IRINA
 BOLDEN, SHEILA
 FRACARO, ANNE MARIE
 KEELE, CHRISTINA
 MOORE, JOYCE
 REID, SARA
 STEWART, SHERRY
 THORNTON, LORRAINE
 WHITE, TINA
 ZAHARKO, PAUL
 ZITEK, JERALD

DISTRICT 11**CLARK / SKAMANIA**

ABOUZEITER, CATHEY
 BLAKESLEE, REBECCA
 BRANDSTETTER, DANUSIA
 BROECKEL, NICKIE
 COQUILLA, CATHERINE
 CURTIS, AILA
 DUBUQUE, AMANDA
 DURAN, EVELYN
 GRUSS, ILYNN
 GUIDO, GINNY

GUTHRIE, DEBORAH

GUTHRIE, JENNIFER
 HATCHETT, MASHELLE
 HONGEL, REBECCA
 JOHNS, JUANITA
 KING, TRACIE
 MITCHAM, STEPHANIE
 MRZ, ELIZABETH
 PROUDFOOT, ALEXANDRIA
 RABE, EVA
 RILEY, ARIEL
 ROSS, MICHAEL
 SMACK, STEPHEN
 TILGHMAN, MELINDA
 VAN GORDON, LORI
 VANCAMP, LEILA

DISTRICT 14**WHITMAN COUNTY**

MORRONE, MARGARET
 SAMPSON, DIANA

DISTRICT 15**BENTON / FRANKLIN**

BOYD, TERRI
 CIOLA, ANTONETTE
 CLASH, MELISSA
 CRONRATH, GINA
 DEMITRUK, KATRINA
 DODSON, DORRIE
 DOWNEY, AMY
 KUTSIY, OLGA
 MILLER, LISA
 PFLUGRATH, AUDREY
 SERNA, NANCY
 SPAULDING, JENNIE
 TYREE, ANGELA
 WILLIAMS, SHERRY

DISTRICT 16**SKAGIT / ISLAND / SAN JUAN**

ALLMOND, JULIA
 ANDERSON, ANTHONY
 BARNETT, LISA
 BILLIOT, MORIA
 BRIDGE, ROBIN
 BUTLER, SUSAN
 CASEY, TERRENCE
 CORROW, DANIELLE
 DARLING, ROBERT
 DAWSON, MARGARET
 ESQUELA, MARIAN

HORR, KATHLEEN

HUBER, MARIA
 JAEGER-BOULANGER, TRACEY
 KINNEY, WENDY
 MCCABE, JODI
 NAKHO, CIVYL
 PARK, HAE RYUNG
 REYES, FE
 SCARBORO, SHELLY
 SEVILLA, VINA CRISTINA
 UNSELL, SHANNON
 VARGAS, ELIZABETH
 WOLFF, TANYA

DISTRICT 17**KITSAP**

ATENCIO, LOUISE
 WEISBROD, POLLY

DISTRICT 18**KITSAP**

HARLESS, REBECCA
 HUSS, ALICE

DISTRICT 98**ALL OTHER COUNTIES**

GAPUZ, DOROTHY JOY
 HARVEY, HOLLY
 MESTRICH, CYNTHIA
 NORTON, SHERYL
 REANDEAU, CONNIE

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.*



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- Influence health care policy and systems of care.

www.son.washington.edu/eo/dnp.asp

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