

The Washington Nurse

Fall 2016 Volume 46, No 3 A Publication of the Washington State Nurses Association

UW nurses vote for fair share membership language

NURSES WHO LEAD THE WAY

Social determinants of health: What you should know

WSNA nurses get out the vote!

WSNA™
Washington State
Nurses Association





2017: The advocacy tradition continues

Since 1908, WSNA nurses have leveraged our collective voice to successfully advocate with employers, state agencies and the state Legislature for better working conditions, safe staffing, nursing education funding and patient safety—things that allow us to reach our full professional potential and provide better health care.

www.wsna.org



Learn the issues. Tell your legislators. Speak up for your patients and for our profession.

JANUARY 12, 2017 – OLYMPIA, WA

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To sign up, call 206.575.7979.

FEBRUARY 13, 2017 – OLYMPIA, WA

Nurse Legislative Day

Join hundreds of nurses and nursing students at WSNA's annual lobby day. Morning education sessions are followed by afternoon hearings and appointments with legislators.

More information on page 12.

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YOU CAN MAKE A DIFFERENCE WITH A TAX-DEDUCTIBLE DONATION TO THE WSNF



That's right. You can make a difference in someone's life by giving a gift to the Washington State Nurses Foundation (WSNF). **Your gift will help support nursing students attending college, either to become RNs or to advance their education with a BSN, Master's or doctoral degree.** We are all aware that tuition costs have climbed much faster than inflation, especially in the past few years. Your tax-deductible gift will allow us to award scholarships to more students and to give larger scholarships, all to very deserving students—our future nurses and future nurse leaders.

Another way to make a difference in someone's life is to honor them with a gift to the WSNF. Do you have a nurse friend, colleague or mentor who has made a difference in your life? Consider honoring them by making a donation to the Foundation in their honor. WSNF will send honorees a letter notifying them that you have honored them with a donation to WSNF (Note: Donation amounts are confidential).

Are you interested in giving back to your community? A WSNF community service mini-grant can make a difference in YOUR community! WSNF makes grants to nurses doing various community service or education projects. You can design a community service project and then submit an application for funding of your project. Grants up to \$500 are available. Your project could be the next one that the foundation supports. We look forward to hearing from YOU!

Since 1999, the Washington State Nurses Foundation has given out more than \$150,000 in scholarships to more than 130 students at schools of nursing located around the state.

OTHER WORTHY CAUSES THE FOUNDATION HAS SUPPORTED IN RECENT YEARS

\$1,000 to help fund scholarships to nursing camp for high school students	\$5,000 to study nurse practitioners barriers to practice and barriers to prescribing	\$500 to support toy safety and health promotion at a community clinic for the uninsured in a culturally diverse area of King County	\$500 to study the attitudes of nursing staff toward safe lift equipment and policies	\$1,000 from the Etta B. Cummings Fund to assist a nurse with extraordinary medical expenses	\$2,500 to assist nurses in the aftermath of Hurricane Katrina and other natural disasters	\$500 to support staff education to improve patient safety initiatives and outreach at a critical access hospital serving rural eastern Washington	\$500 to support bicycle safety awareness and helmet use	\$1,376 for research on culturally competent health care for Latinos in the Yakima area
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The mission of the WSNF, a 501(c)3 charitable foundation, is to promote the advancement of educational and professional excellence within nursing, and the health and well-being of the citizens of Washington State.

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- Etta B Cummings Emergency Assistance Fund
- May S Loomis Professional Development Fund
- Dolores Little Scholarship Fund
- Nursing Mini Grant Fund
- WSNF General Operations Fund



LETTER FROM THE PRESIDENT

Why lead?

“The first step toward success is taken when you refuse to be a captive of the environment in which you first find yourself.” — *Mark Caine, writer*

My membership in WSNA came about as a result of my nursing education. WSNA membership, I was told, was an expectation, an essential part of what it was to be a registered nurse. My commitment to serve WSNA was the result of my mentor taking me to a meeting; I came away as the new editor of the District newsletter. From that point forward, I was hooked. I wanted to serve WSNA and my profession however I could.

I want you to know that at whatever level of this organization I have served, I have found meaning, purpose and success. Nurses speaking with one voice, working together, can accomplish quite a bit! This has been a very satisfying personal journey.

Every two years WSNA holds elections for leadership positions on our committees, councils and the Board of Directors. This is the time for you to step forward and find the same meaning, purpose and success I have found serving WSNA. It might sound intimidating, I know. But rest assured that we are here to support, guide and welcome new leaders from our membership. We want your voices at the table.

Over the years, I have held leadership positions at the district, local unit, state and national level. I have found there is important work to do at all levels of the organization, and I know it is our work to do. Our programs to develop and promulgate our standards of practice, code of ethics, health policy, legislation and labor positions must continue to be in the hands of nurses. We can make sure this happens when we step up to the plate and take on positions of leadership within WSNA, ANA, NFN and AFT.

Here are some opportunities you can consider during the upcoming WSNA appointment and election process:

The Board of Directors and the Cabinet on Economic and General Welfare are the two policymaking bodies of WSNA. Any WSNA member is eligible to serve on the Board and any WSNA member who is represented for collective bargaining is eligible to serve on the Cabinet.

You could also choose to serve on the WSNA Professional Nursing and Health Care Council, where the focus of the work is on nursing issues related to practice and education. If your interest is more political, you could consent to serve on the Legislative and Health policy Council or the WSNA-PAC.

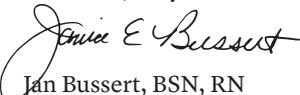
There are also opportunities to serve on one of our three standing committees, which include Finance, Nominations/Search and Bylaws.

For more information, please check the WSNA website for your WSNA bylaws at <http://www.wsna.org/about/bylaws-and-resolutions>. Here you will find information on the roles, responsibilities and work that is done in all of our elected and appointed positions. The time commitment is manageable. Meeting dates are set in advance so that time away from work can be scheduled.

I know that you have passion for advocating for your patients and your profession. In recent months, I have been amazed at the success our WSNA local unit leaders have had in engaging and mobilizing our members in their work. They have successfully organized some spectacular events, including engaging the community as partners in speaking up on issues of patient safety. This is a great example of our members, no longer content to observe from the sidelines, taking on the work of nursing and patient advocacy. These nurses are making a difference!

Consider taking the next step and serving WSNA, as I have done for many years. Fill out a Consent to Serve form and send it in by Nov. 30, 2016 (we have extended the deadline for regular nominations). You'll find a link to the Consent to Serve form on the wsna.org home page, below the main photos. You can also call the office and request that one be emailed or snail-mailed to you.

...Now, it's your turn!


Jan Bussert, BSN, RN
WSNA President

Upcoming Events

NOVEMBER 2016

11 *Veteran's Day – WSNA offices closed*

16 *Legislative & Health Policy Council meeting – WSNA office*

18 *March of Dimes Nurse of the Year awards breakfast*

19 *Professional Nursing and Health Care Council Meeting – WSNA office*

24-25 *Thanksgiving holiday – WSNA offices closed*

DECEMBER 2016

9 *WSNA Board of Directors meeting – WSNA office*

26-Jan 7 *Winter holiday – WSNA offices closed*

JANUARY 2017

12 *WSNA Legislative Advocacy Boot Camp – The Heritage Room, Olympia*

20 *WSNA Board of Directors meeting*

26-27 *NFN meeting – DoubleTree Suites Airport – Southcenter, Tukwila*

FEBRUARY 2017

13 *WSNA Nurse Legislative Day – Washington Center for the Performing Arts, Olympia*

25 *Professional Nursing and Health Care Council meeting – WSNA office*

MAY 2017

3-5 *Washington State Nurses Convention – Tulalip Resort & Conference Center, Marysville*

FOR MORE INFORMATION AND A COMPLETE AND UP-TO-DATE LISTING OF EVENTS, VISIT WWW.WSNA.ORG/CALENDAR.

You Were Represented

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

- A-CNE (formerly CEARP) Committee Meetings
- AFT Nurses and Health Professionals Program & Policy Council meetings
- AFT Centennial Convention
- AFT State Federation Presidents Conference calls
- Alliance of Nurses for Healthy Environments (ANHE) Policy/Advocacy Committee
- American Cancer Society Cancer Action Network
- American Nurses Association (ANA) Board of Directors meeting
- ANA Governmental Affairs & Health Policy conference calls
- ANA Nurse Lobby Day on Capitol Hill
- ANA Membership Assembly Meetings
- ANA Nursing Practice Network conference calls
- ARNPs United of Washington State
- ARNP Coalition
- Bellevue College Nursing Advisory Board
- Children's Alliance
- Clark Community College Allied Advisory Board
- Collaborative on a Healthy Environment (CHE-WA)
- DOH Healthcare Associated Infections Advisory Committee
- DOH Midwifery Advisory Committee
- Department of Labor and Industries (L&I) rule-making on hazardous drug exposure
- L&I Safe Employment Standards Policy Development (Intermittent Rest Breaks)
- L&I Safe Patient Handling Steering Committee
- Equity in Education Coalition
- Everett Community College Technical Advisory Committee
- Federal Basic Health Option legislative advisory committee
- Health Care Access Coalition (to maintain access to medications)
- Health Care Without Harm
- Health Coalition for Children and Youth
- Health Pact Forum
- Healthcare Personnel Shortage Task Force
- Healthy Washington Coalition Steering Committee
- Joint Task Force on Education Funding (Legislative Task Force)
- King County Nurses Association Annual Banquet
- Montana Nurses Association "Your Nurse Wears Combat Boots" Workplace Violence Event
- National Federation of Nurses (NFN) National Executive Board meetings & National Advisory Board meetings
- North Seattle Community College Technical Advisory Board
- Nursing Care Quality Assurance Commission Meetings (NCQAC)
- Nursing Students of Washington State (NSWS) Board Meetings
- Pierce County Nurses Association Annual Banquet
- Prevention Alliance
- Public Health Roundtable
- Racial Equity Team
- Rebuilding Our Economic Future Coalition
- Renton Center of Health and Occupational Health Education Labor Advisory Board
- Renton Technical College Allied Health Advisory Board
- School Nurse Organization of Washington State
- Shoreline Community College Nursing Advisory Committee
- Snohomish County Council
- Snohomish County Labor Council
- South Seattle Community College Technical Advisory Board
- Toxic-Free Legacy Coalition
- United Labor Lobby
- University of Washington Continuing Nursing Education Advisory Committee
- Washington Alliance for Gun Responsibility
- Washington Alliance for School Health Care
- Washington Center for Nursing (WCN) Board Meetings
- Washington Chapter of Physicians for Social Responsibility
- Washington Health Benefit Exchange Advisory Committee
- Washington Health Care Association
- Washington Health Care Authority
- Washington Patient Safety Coalition Steering Committee
- Washington Regional Action Coalition (WNAC) Steering Committee and Leadership Group
- Washington State Board of Community and Technical Colleges
- Washington State Labor Council Executive Board (WSLC)
- WSLC Annual Convention
- WSLC COPE Meetings
- WSLC Legislative Labor Caucus
- WSLC Political Committee
- Washington State Public Health Association Board meeting
- Washington Toxics Coalition



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Bright Now! Dental and WSNA are pleased to be partnering together to offer WSNA members and their families with exclusive savings for dental care. This is not an insurance plan, and participation is voluntary. You save and it works whether you have dental benefits or not!

BRIGHT NOW! DENTAL FEE COMPARISON | EXCLUSIVE WSNA PRICING | CASH BASIS

PROCEDURE	YOUR POTENTIAL COST AT ANOTHER PROVIDER* BEFORE DENTAL BENEFITS ARE APPLIED	YOUR COST AT A BRIGHT NOW! DENTAL OFFICE* BEFORE DENTAL BENEFITS ARE APPLIED	UNION MEMBERS SAVINGS AT A BRIGHT NOW! DENTAL OFFICE* BEFORE DENTAL BENEFITS ARE APPLIED
Initial Oral Exam & Digital X-rays	\$288	\$29	\$259
Teeth Cleaning In absence of periodontal disease	\$132	\$68	\$64
Filling (2-surface Composite Resin-back tooth)	\$296	\$145	\$151
Root Canal (Molar 3-canals) By General Dentist. If Specialist is necessary fees will vary.	\$1,540	\$740	\$800
Crown (Porcelain Fused to High Noble Metal)	\$1,420	\$755	\$665
Denture (Complete Lower)	\$1,680	\$905	\$775

*Source: 2014 Fair Health Data. Other exclusions may include and are not limited to implants, implant crowns, crowns with gold, specialty services and crowns/onlays/inlays that are all porcelain.

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News briefs

UW School of Nursing launches new sleep center

Education news

WSNA member Margaret Heitkemper, PhD, RN, FAAN, is co-chair of The University of Washington School of Nursing's new Center for Innovation in Sleep Self-Management. The center, which is funded with a \$2.4 million, five-year grant from the National Institute of Nursing Research, aims



Margaret Heitkemper

to develop interventions to help adults and children with chronic illnesses sleep better and improve their health.

"Adequate sleep is essential to optimal physical and social-emotional growth and development in children and adolescents and individuals of all ages," said Heitkemper, chair of the UW School of Nursing Department of Biobehavioral Nursing and Health Systems, in a statement.

The center will be co-directed by Teresa Ward, RN, PhD, a UW associate professor of nursing.

Poor sleep is a serious issue that has been associated with negative health outcomes such as metabolic syndrome, diabetes and cancer. Those who don't get enough sleep are more likely to get into accidents as well. The center will look at a number of technologies: home sensors that track noise, light and temperature; mobile applications that measure diet, exercise and caffeine intake; and wristbands that monitor sleep-wake activity and light levels.

✦ Read the University of Washington School of Nursing's article about the center at <http://wsna.to/UWSONsleep>.

Nursing and the opioid epidemic

Nearly 2 million people in the United States have a prescription opioid use disorder—and opioid overdoses have become one of the leading causes of death in the country. There have been a number of developments, and the American Nurses Association and other groups have been creating resources for nurses to help address the epidemic.

On July 22, President Obama signed the **Comprehensive Addiction and Recovery Act (CARA)** into law. This bipartisan legislation will provide increased access to treatment for patients facing opioid addiction.

Throughout debate on the bill, ANA actively sought to address barriers and expand access to treatment and prevention services, and the bill includes key provisions that bolster nurses' ability to help their patients suffering with substance use disorders.

The legislation expands access to medication-assisted treatment by allowing nurse practitioners, for the first time, to prescribe buprenorphine in accordance with state law. The legislation authorizes this critical treatment option through fiscal year 2021. Learn more about the bill and ANA's advocacy efforts at <http://www.rnaction.org>.

In August, the U.S. Surgeon General, Vice Admiral Vivek H. Murthy, M.D., took the unprecedented step of asking for help to address the opioid crisis. Nurses can visit <http://www.TurnTheTideRx.org> to **take the health care professional's pledge** in a simple but powerful movement to end the epidemic.

The American Psychiatric Nurses Association is offering a **free, on-demand CE course**, Effective Treatments for Opioid Use Disorder: Educating & Empowering All Registered Nurses (RN) During an Epidemic, through July 2018. The module has been tailored to three separate groups: registered nurses (RNs), psychiatric-mental health nurses, and advanced practice RNs. Go to <http://www.apna.org> and search for "opioid webinar."

For the most current nursing news and information, visit www.wsna.org/update.



ANA launches enhanced career center

The American Nurses Association announced the launch of an enhanced version of the ANA Career Center in September. The newly redesigned site is powered by YourMembership, a leading provider of career center and job board services. In addition to listing thousands of nursing jobs, the ANA Career Center will also provide:

- Anonymous résumé posting so applicants can control who views their information
- Recruitment options for employers and access to ANA's exclusive Job Flash, Smart Brief and Career Brief emails
- Integration of job content to engage with ANA's Twitter, Facebook and LinkedIn communities, as well as convenient access to webinars, continuing education courses and conferences
- Advertising opportunities for employers
- Mobile-friendly interface to access YourMembership's network of nearly 2,500 career centers
- Alerts so applicants receive timely updates on jobs that match their goals and interests

✦ Find the Career Center at <http://jobs.ana.org>.

'Nurses by the Numbers'

ANA's "Nurses by the Numbers" is the first of an annual series of curated federal data on registered nurses. Access to the document is free and includes a selection of up-to-date information about the RN/APRN employment environment. This year's edition features data from the Bureau of Labor Statistics and explores the economic value of nurses and nursing services. It features 10 exhibits centered on RN and APRN employment and compensation, including:

- Jobs and wages by state
- A national snapshot of RN salaries
- Average earnings for hospital staff RNs
- Predicted changes in RN and APRN employment over the next decade
- Salary and hiring trends since the end of the recession

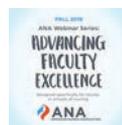
✦ Download the inaugural report at http://wsna.to/ANA_RNnumbers.

For future editions of "Nurses by the Numbers," ANA will be exploring data from The Centers for Medicare and Medicaid Services, the U.S. Census and the Health Resources and Services Administration. ANA's health economist, Dr. Peter McMenamin, pulled the information together and welcomes feedback on how this new resource can be improved. Send your feedback and suggestions to NBN@ana.org.



ANA introduces webinars, online community for nursing faculty

This fall, the American Nurses Association launched two resources designed specifically for faculty in schools of nursing. The webinar series and online community are intended to help address how best to advance the quality of classroom instruction, clinical supervision, research projects and administrative demands.



The free webinar series, open to both members and nonmembers, launched Oct. 26 with "How to Effectively Teach Ethics to Nursing Students."

The second webinar is Nov. 29 from 10 to 11 a.m. Pacific Time. "How to Expertly Manage Students with Unsafe Behaviors in the Clinical Setting" will be presented by Kristy Chunta, PhD, RN, ACNS, BC, associate professor, Department of Nursing and Allied Health Professions at Indiana University of Pennsylvania, and manager of the ANA Faculty online community.

Content includes how to recognize early signs of a student at risk for acting in an unsafe or unprofessional manner, implementing effective techniques that help students correct unsafe or unprofessional behaviors, avoiding the trap of "failure to fail," successfully handling student retaliation and how to develop departmental policies that address management of unsafe or unprofessional student behaviors.

Full program details and registration are provided at <http://nursingworld.org/facultywebinars>.



ANA's Faculty online community is an exclusive members-only resource for networking and advice. ANA members who are faculty members will be invited to join this community

and encouraged to participate and share their questions, concerns and suggestions.



From left: Muriel Softli, Kathy Ormsby, Heather Stephen-Selby, Ann Whitley, Martha Goodall, Jan Bussert, Judi Lyons and Renata Bowlden

ANA Lobby Day and Membership Assembly

Hundreds of nurses from around the nation, including 14 from the Washington State Nurses Association, gathered in Washington, D.C., June 23-25 for the American Nurses Association (ANA) Lobby Day and Membership Assembly. Over the three days, WSNA attendees visited Sen. Maria Cantwell's office to advocate for nursing issues, engaged in discussions about nursing advocacy for sexual minority and gender-diverse populations, elected ANA leaders and took action on a number of issues, including addressing gun violence.

The ANA Membership Assembly is the governing and official voting body of the American Nurses Association. It identifies and discusses issues of concern to members and provides direction to the ANA Board of Directors. One of the key responsibilities of the ANA Membership Assembly is to determine policy and positions for the Association. The meeting of the ANA Membership Assembly provides a forum for discussion of critical nursing practice and policy issues and input from a broad cross section of nursing leaders.

The ANA Membership Assembly is comprised of ANA members who are representatives from ANA's constituent member organizations (C/SNAs), Individual Member Division (IMD), affiliated organizations, or members of the ANA Board of Directors. Specifically, there are: two representatives elected from each C/SNA and the IMD; one representative from each of ANA's Organizational Affiliates; and the ANA Board of Directors.

WSNA elected voting representatives were WSNA President Janice Bussert, BSN, RN, and WSNA Board member Kathy Ormsby, MSN, ARNP, FNP. WSNA Executive Director Judy Huntington, MN, RN, and Heather Stephen-Selby, MSN, ARNP-BC, also attended, along with the following WSNA member alternate delegates/observers: WSNA Vice-President Jennifer Graves, MS, RN; Martha Goodall, RN; Judi Lyons, RN; Renata Bowlden, BSN, RN; Rosa Young, MSN, RN, MPA; Anita Stull, RN; Ann Whitley, RN; Muriel Softli, BSN, MSN, RN; Julia Barcott, RN, and Eunice Cole, RN.

ANA Lobby Day

Nearly 350 nurses participated in ANA's Lobby Day, meeting with lawmakers and their staff to discuss several major issues, including staffing, workforce education funding, expanding access to home health benefits and research on gun violence. Thousands more advocated virtually through online, phone and social media efforts throughout the day.

"This is a prime opportunity to educate our lawmakers about the issues that are important to us," said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN, at the breakfast briefing. "We know that when there are not enough nurses, [patient] mortality goes up. We're the last line of defense, and you represent millions of people who rely on us every day."

Also addressing the breakfast group were U.S. Sens. Joseph Manchin III (D-W. Va.), Richard N. Burr (R-N.C.) and Jeff A. Merkley (D-Ore.) who spoke on several key issues, including staffing, opioid addiction, workplace education and gun violence, and who emphasized the importance of nurses not only in health care but also in political advocacy.

"We need to have safe staffing levels," said Merkley, one of the lawmakers who introduced the Registered Nurse Safe Staffing Act (H.R. 2083/S. 1132). "It's long overdue, so let's get it passed."

Manchin shared statistics on the ongoing opioid epidemic in America, and the need to address it on several levels, including treating addiction as an illness. Burr spoke about the importance of working aggressively to fund Title VIII workforce education programs (see article on page 9), which are key to ensuring a future supply of nurses, and the great impact technology will continue to have on health care.

ANA Membership Assembly

Nearly 300 representatives and observers attended the ANA Membership Assembly, where they discussed important issues, including nursing advocacy for sexual minority and gender-diverse populations, strengthening the future of the profession and safeguarding the public.

Cipriano provided an overview of the continued challenges of the nursing profession today, the need to ensure nurses are prepared for a changing health care system and strategies for positioning nurses and ANA as vital players and leaders in the future.

"We have made strides, but the view of nursing is still outdated," Cipriano said. "There are still those who don't know who we are or what we do."

One area that she emphasized involves strengthening nursing's ability to partner closely with consumers.

"Consumers are critical to our future," Cipriano said. "We need to create a preference [for nurses and nursing care] in their hearts and minds. We want them to say, 'Where's my nurse?'"

Before the Membership Assembly came to a close, representatives took action on measures aimed at improving care to sexual minority and gender-diverse populations, partnering to develop model programs for nurses with substance use disorders, and addressing gun violence.

The Membership Assembly was held in the wake of the June 12 shooting in an Orlando gay nightclub that killed 49 people and wounded 53 others. Assembly representatives adopted a declaration calling for sensible gun control

measures, including one that lifts a ban on the Centers for Disease Control and Prevention from studying gun violence. (See the declaration on page 10.)

“Now is the time to enact meaningful gun control legislation at the state and federal level to protect society,” Cipriano said. “We all must join with other members of our community and at every level of civil society in dialogue and action to address the underlying issues that result in hate and motivate unspeakable acts of violence.”

ANA Awards

As reported in the summer issue of *The Washington Nurse*, on June 23, WSNA Executive Director Judith Huntington, MN, RN, accepted the 2016 Distinguished Membership Award from ANA. The award, established in 1967, recognizes outstanding leadership and contributions to the mission of ANA. See a full list of ANA 2016 award winners at <http://wsna.to/2cUZ6mp>.

ANA Membership Assembly Elections

Eligible Assembly representatives also re-elected Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN, as ANA president and elected nurses into other ANA board and committee positions.

The following ANA board members were re-elected: Secretary Patricia Travis, PhD, RN, CCRP, Maryland Nurses Association; Faith Marie Jones, MSN, RN, NEA-BC, Wyoming Nurses Association (two year term); and Director-at-Large, Staff Nurse Gayle M. Peterson, RN-BC, ANA Massachusetts. The newly elected board members are: Director-at-Large (one-year term) Elizabeth Fildes, EdD, RN, CNE, CARN-AP, APHN-BC, Nevada Nurses Association; and Director-at-Large (two-year term) Tonisha J. Melvin, MS, CRRN, NP-C, Georgia Nurses Association.

Those continuing their terms on the ANA Board are: Vice President Ernest James Grant, PhD, MSN, RN, FAAN, North Carolina Nurses Association; Treasurer Giny Harshey-Meade, MSN, RN, CAE, NEA-BC, Indiana State Nurses Association; and Director-At-Large, Recent Graduate Jesse M.L. Kennedy, BSN, RN, Oregon Nurses Association.

Elected to serve on the Nominations and Elections Committee are: Amanda Jean Foster (Chair), BSN, RN, Arizona Nurses Association; Sabianca Delva, RN, ANA Massachusetts; and Annie Lee Bowen, MSN, RN, CPN, Ohio Nurses Association.

Terms of service begin Jan. 1, 2017. ■

Title VIII - Nursing Workforce Development Reauthorization

REAUTHORIZATION LEGISLATION INTRODUCED

On July 14, 2016, Senator Jeff Merkley (D-Ore.) and Senator Richard Burr (R-N.C.) introduced the bipartisan Nursing Workforce Reauthorization Act of 2016.

The American Nurses Association was instrumental in the introduction of this legislation, which would reauthorize, update and improve nurse workforce programs under Title VIII. Title VIII supports nurses practicing in rural and medically underserved communities, advanced education nursing, diversity grants, National Nurse Service Corp, nurse faculty loan forgiveness and geriatric education.

On Sept. 21, the House Energy & Commerce Committee considered and passed the Title VIII Nursing Workforce Reauthorization Act of 2015 (H.R. 2713) unanimously. Full committee passage sets the stage for potentially swift passage in the House.

In the Senate, Merkley and Burr circulated a letter to their Senate colleagues in September to garner support and generate momentum for the bill.

WHAT IS TITLE VIII?

Title VIII Nursing Workforce Development programs provide the largest source of federal funding for nursing education, offering financial support for nursing education programs, individual students and nurses.

Title VIII programs bolster nursing education from entry-level preparation through graduate study. According to the U.S. Health Resources and Services Administration, between fiscal years 2006 and 2012 alone, these programs provided loans, scholarships and programmatic support to more than 450,000 nursing students and nurses. For five decades, these programs have helped build the supply and distribution of qualified nurses in all health care settings. It is imperative that Title VIII programs continue to thrive, as the U.S. Bureau of Labor Statistic's Employment Projections for 2012-2022 project nurse employment rates to grow by 19 percent, meaning that the nursing workforce will top 1 million by 2022.

Title VIII includes the following major grant programs:

- **Advanced Education Nursing** – Provides grants to nursing schools, academic health centers and other entities to enhance education and practice for nurses in masters and post-masters programs. These programs prepare nurse practitioners, clinical nurse specialists, nurse midwives, nurse anesthetists, nurse educators, nurse administrators and public health nurses.
- **Workforce Diversity Grants** – Provides grants to increase opportunities for individuals who are from disadvantaged backgrounds, including students from economically disadvantaged families as well as racial and ethnic minorities underrepresented in the nursing profession.
- **Nurse Education, Practice and Retention Grants** – Supports schools and nurses at the associate and baccalaureate degree levels. Grants are provided to schools of nursing, academic health centers, nursing centers, state and local governments, and other public or private nonprofit entities. Some grants (such as grants promoting the Magnet Hospital best practices for nursing administration) are also available to health care facilities.
- **National Nurse Service Corps** – The Nurse Education Loan Repayment Program repays 60 to 85 percent of nursing student loans in return for at least two years of practice in a facility designated as having a critical shortage of nurses. The Nursing Scholarship Program supports students enrolled in nursing school. Upon graduation, scholarship recipients are required to work full time for at least two years in a facility designated as having a critical shortage of nurses.
- **Nurse Faculty Loan Program** – Establishes loan programs within schools of nursing to support students pursuing master's and doctoral degrees. Upon graduation, loan recipients are required to teach at a school of nursing in exchange for cancellation of up to 85 percent of their educational loans, plus interest, over four years.
- **Comprehensive Geriatric Education Grants** – Provides grants to train nurses who provide direct care for the elderly, to support geriatric nursing curriculum, to train faculty in geriatrics and to provide continuing education to nurses who provide geriatric care.

TAKE ACTION: Help send a strong message to House and Senate leadership that investments in nurse workforce programs cannot be ignored or put off any longer. Visit <http://RNAction.org> and tell your senators and representatives to pass Title VIII before the 114th Congress comes to a close. ■

ANA declaration on gun control legislation

For more information, see article on page 8.



2016 MEMBERSHIP ASSEMBLY

Stop the Madness: End the Violence!

Enact meaningful gun control legislation

In the wake of the latest mass shooting in Orlando, FL, and on the occasion of the American Nurses Association's (ANA) 2016 Membership Assembly, attendees stand in solidarity with the individuals, families and communities impacted by gun violence and with the nurses and other health care professionals who respond and provide care.

DECLARATION

- WHEREAS, in recent years, our country has endured unspeakable acts of violence with the common thread in each of these mass-casualty tragedies being easy access to guns.
- WHEREAS, easy access to guns and inadequate access to mental health services contributes to an unsafe environment.
- WHEREAS, at an alarming rate, registered nurses and other health care professionals, in emergency departments, hospitals and clinics across the country, are called upon to care for victims of mass shootings, homicides, suicides, and accidental shootings.
- WHEREAS, ANA commends the nurses and entire health care team at Orlando Regional Medical Center and the other receiving facilities for their dedication and professionalism during this tragic event.
- WHEREAS, of grave concern to ANA are all human rights violations, including hate crimes. [The Code of Ethics for Nurses with Interpretive Statements](#) calls on nurses to respect all cultures, value systems, sexual orientation or gender expression and act to change those aspects of social structures that detract from health and well-being.
- WHEREAS, since 1994, ANA has considered gun violence to be a public health issue with subsequent policy action calling on the need for limits on the availability of handguns, a ban on assault weapons, and a waiting period and background check of purchasers.

Therefore, the 2016 Membership Assembly declares,

- THAT, now is the time for passage of meaningful gun control legislation at the state and federal level to protect society.
- THAT, the U.S. Congress should immediately repeal legislative language blocking the Centers for Disease Control and Prevention from conducting gun violence research.
- THAT, we all must engage in dialogue with our communities at every level of civil society, and take action together to address the underlying issues that spawn hate and to stop these unspeakable acts of violence.



WSNA at the AFT Centennial Convention

The AFT Centennial Convention was held in Minneapolis July 17-21. More than 3,000 delegates convened at the Minneapolis Convention Center to celebrate the first 100 years of AFT and lay out a vision for the future.

WSNA is affiliated with AFT/AFL-CIO. Our delegation was led by WSNA President Jan Bussert and WSNA Board member and E&GW Cabinet Chair Julia Barcott. Other WSNA delegates included Susan E. Jacobson (Yakima Regional), Judi Lyons (Kittitas), Anita Stull (University of Washington Medical Center), Ann Whitley (Yakima Regional), Stephene Swift (United) and WSNA staff members Judy Huntington, Executive Director, and Christine Himmelsbach-Watts, Assistant Executive Director for Labor.

President Randi Weingarten gave the keynote address. Democratic presidential candidate Hillary Clinton, who has been endorsed by AFT, addressed the convention Monday evening.



Union empowerment

During her keynote address, AFT President Randi Weingarten hailed the union as a vehicle empowering more than 1.6 million workers at the bargaining table and the ballot box. "Our founders couldn't have imagined that their vision would grow from eight locals to 3,500 locals, a union of more than 1.6 million members," Weingarten remarked. She

announced the addition of more than 36,000 members to the AFT's ranks since 2014—growth that puts the union at a record-high membership of 1,637,412 workers.

"When unions are strong, we set a standard that helps all workers," Weingarten said. "Union members earn higher wages and are more likely to have pensions and employer-provided health benefits. One of the strongest predictors of how well your children will do economically," she continued, "is the percentage of union members in your community."



Health care issues addressed

Convention delegates passed a number of health care resolutions that will make a difference in the lives of patients and their families, as well as AFT and WSNA members. Among other things, AFT delegates resolved to support legislation and policy solutions to address the high costs of prescription drugs, abusive medical billing and increased health care consolidation. A full list of the Resolutions passed at the AFT convention is available at <http://www.aft.org/about/resolutions>

"We have seen incredible increases in corporate takeovers of our hospitals," said WSNA Executive Director Judy Huntington, MN, RN. "The hospitals are making money but can't provide safe staffing for more quality care. It's time to put patients before profits."



Fighting medical debt

At the AFT Nurses and Health Professionals divisional meeting on July 18, delegates heard from patient advocate Heather Block (pictured above). Block shared the story of her fight to pay medical debt—and still get the care she needs to battle cancer—with AFT nurses and health professionals. When Block's cancer returned after being in remission, she said, she broke down. "It was not because of the cancer, but because of the money." Although she is on Medicare, Block still must pay 20 percent of her medical bills. She has outlived her original diagnosis but says, "Mine is not a feel-good story. My drugs are keeping me alive, but I'm going through my savings at an alarming rate to pay for them. It's a double-edged sword."



Making a difference

Yoseñio Lewis (pictured above) was the guest speaker at the AFT's Nurses and Health Professionals Breakfast on July 19. Lewis has spent most of his life in search of homeostasis—an internal balance in the face of external change. Lewis is a female-to-male transsexual and social justice activist. At the breakfast, he shared his quest to channel his frustration over his treatment as a transsexual into positive action. "The desire for balance is a battle, because I thrive in the uncomfortable. It's an opportunity for me to make a difference in others' lives," Lewis said. And over the years, he has made a difference by educating people, especially those in health care, about transgender people, with a goal of dispelling misinformation and fear. "We can make lifesaving changes simply by changing the way those in health care interact with people like me. The more you allow people to stand up for themselves and advocate for themselves, the more change will happen." ■

Nurse Legislative Day

Monday
FEBRUARY 13, 2017

Morning Education Sessions at the Washington Center for the Performing Arts (512 Washington St SE, Olympia, WA 98501)

7:30 a.m. – 8:30 a.m.	Registration
8:30 a.m. – 8:45 a.m.	Welcome
8:45 a.m. – 9:15 a.m.	Keynote: Washington State Governor (invited)
9:15 a.m. – 10:15 a.m.	What's at stake in 2017: WSNA's legislative priorities for the year
10:15 a.m. – 10:45 a.m.	Using your voice: How to be an effective advocate
10:45 a.m. – 11:00 a.m.	Break
11:00 a.m. – noon	Legislative district strategy sessions: Meet with nurses and students from your legislative district to plan afternoon legislative visits and discuss effective ways to communicate with legislators

Afternoon Advocacy at the Legislative Building of the Washington State Capitol

Noon – 12:45 p.m.	Lunch: Pick up lunches at the Capitol
1:30 p.m. – 4:30 p.m.	Make an impact: Visit legislators with your legislative district group and attend hearings

Continuing nursing education contact hours will be awarded for this event. The Washington State Nurses Association CNEPP (OH-231, 12/1/2015) is an approved provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.



Or register online at
www.wsna.org/legday

✂ Detach and return by mail to WSNA, 575 Andover Park West, Suite 101, Seattle, WA 98188 or by fax to 206.575.1908.

2017 Nurse Legislative Day REGISTRATION FORM

Separate form required for each registrant.
Photocopy this form as needed.

Name	Credentials (BSN, RN, etc)		
Street Address			
City	State	Zip	Phone
Legislative District (http://app.leg.wa.gov/DistrictFinder)	Membership # or Last 4 SSN		
School	Email		

- REGISTRATION TYPE**
- Pre-registered student – \$25
 - Pre-registered member of WSNA, ARNPs United, AAPPN, WANA, AORN, or SNOW – \$60
 - Pre-registered non-member – \$65
 - Student who registers on-site – \$35
 - All others who register on-site – \$80

AMOUNT \$ _____ Registration fee (includes continental breakfast and box lunch)
Registration fees from individual registrants constitute contributions to WSNA-PAC. Registration fees from groups or institutions constitute payments to WSNA. Registration fees are not tax-deductible as charitable contributions for federal income tax purposes.

\$ _____ Additional PAC contribution – \$25 suggested

\$ _____ **Total amount**

PAYMENT **Check Enclosed** (Make check payable to WSNA-PAC) **Visa / MasterCard** (Provide details below)

Card Number _____ Exp Date _____
Print Cardholder Name _____ Cardholder Signature _____



Unprecedented Get Out the Vote effort for WSNA



Top: Rep. Norma Smith meets with WSNA nurses at a 'Nurses Speak' event in Bow, WA, Sept. 10.

Above: More than 2,000 handwritten postcards were sent asking voters to consider candidates vetted and endorsed by WSNA-PAC.

In this pivotal election year, WSNA made an unprecedented effort to reach out to our members and encourage them to vote.

WE WANTED NURSES TO KNOW as much as possible about which candidates supported nurses and the principles we hold dear – things such as putting patients before profits, pushing for safe staffing, supporting mental health and public health, nurse education and more. And, we wanted nurses to vote!

Through the summer and fall, the WSNA-PAC interviewed candidates and made endorsements. WSNA shared that information and brought nurses and candidates together at Nurses Speak events in Skagit County and Vancouver. We held postcard

parties in eight critical legislative districts, where nurses filled out postcards to their fellow nurses encouraging them to vote and letting them know where the candidates stood on nursing issues. We sent 2,054 nurse-to-nurse postcards, and members made follow-up phone calls to make sure nurses made their voices heard at the ballot box. ■



WSNA welcomes Jennifer Muhm as Government Relations Director

In September, Jennifer Muhm, MPA, joined WSNA as Government Relations Director.

Jennifer has worked in public affairs for more than 15 years, most recently serving as the Director of Legislative & External Affairs at Public Health – Seattle & King County. Prior to joining Public Health, Jennifer served as Vice President of Public Affairs for the Washington Health Foundation. She has worked in politics at the national, state and local levels. Jennifer served on the Washington State Public Health Association board for five years, leading its policy and legislative

work, and for several years she was Co-Chair of the Public Health Roundtable.

Since 2002, in her different roles, Jennifer has partnered with WSNA on issues ranging from patient safety to public health.

"I strongly value WSNA as an organization," Jennifer said. "Not only does WSNA provide strong support for its members, but also it effectively advocates for the health of all Washington residents. After partnering with WSNA for so many years, I am excited to join the team."

Jennifer brings to her new role as WSNA Government Relations Director experience in Olympia, communications, field organizing and politics. She draws on her varied experience to bring a holistic approach and perspective to legislative strategy.

Jennifer holds a Bachelor of Arts from George Washington University in Washington, D.C., and a Master of Public Administration from Seattle University.



Social determinants of health: What nurses need to know

From the Washington Nursing Action Coalition

As a nurse, you have likely seen the same person get readmitted to your facility over and over again, or perhaps you have wondered what led to a certain patient's illness. What did the person do or fail to do to stay healthy?

FOR ALL THE MONEY the United States spends on health care (we are at about \$3 trillion a year), we should be the healthiest people in the world. Yet on some of the most important indicators, such as life expectancy, we're not even in the top 20 developed countries. Surely we have been overlooking something.

Nurses are well positioned to help their facilities meet the Triple Aim – reduce costs, improve outcomes and improve patient experience of care. But to more successfully reform the health care system, it's crucial to understand – and articulate to others – what are the most important contributors to a person's health, why some people are healthier than others, and how we can ensure health equity for everybody and address health disparities.

Factors that determine health

Most people do not think about health in terms of social factors. In fact, research has found that most Americans tend to view their

health as something largely under their control and for which they have to take personal responsibility.

The real answer is more complex. We know that conditions in which people are born, grow, live, work and age, known as the social determinants of health, combine together to affect the health of individuals and communities.

These circumstances are shaped by the distribution of money, power and resources at global, national and local levels. We know that a person's level of education, employment and income is the single-biggest predictor of their health status – more so than healthy behaviors, access to and utilization of clinical care, and their physical environment.

On the same note, these social determinants are mostly responsible for health inequities – the unfair and avoidable differences in health status seen within and between countries.

Understanding that the context of people's lives determines their health proves that

Why is Mrs. Smith in the hospital?

She has chronic bronchitis.

But how did she get chronic bronchitis?

Her cough persisted for a year, and she didn't seek treatment.

But why didn't she seek treatment?

She is homeless and doesn't trust providers because of how she has been treated in the past.

But why is she homeless?

Because she and her husband became unemployed a while ago. They couldn't keep up with their bills and lost their home.

But why are they unemployed?

Because neither of them have much education and couldn't find jobs.

But why...?

blaming individuals for having poor health or crediting them for good health won't move our needle on outcomes on the national scale.

What nurses should know

Acknowledging that health starts in our homes, schools and communities is the first step toward building a culture of health. So what can nurses in acute care or non-community positions do? Asking your patients the right questions about some social factors that affect their lives can shape more effective interventions. Do they have access to:

- Educational, economic and job opportunities
- Physical and mental health care
- Housing
- Clean drinking water
- Fresh food
- Transportation
- Public safety
- Social support
- Other factors?

As the advocate for your patient, you have the opportunity to be their link to better health. Are you aware of social service agencies around you? Can you connect your patient to a service they need?

Look beyond your patients. Are you aware of the social inequalities people are experiencing in your community? How do programs, practices and policies in the area affect the health of individuals, families and communities? Are there agencies that are working to tackle broad social issues? Do they need board members or committee members? Lend your expertise! As a nurse, you are solution-oriented, equipped with valuable knowledge and able to offer great insight.

You will find great resources on the Healthy People 2020 website at <http://bit.ly/1RjVZUH>. Educate your colleagues about how social factors lead to health disparities.

Let's help others stop thinking of health as something we get in a hospital or clinic, but instead as something that starts in our homes, in our schools and workplaces, and

in our playgrounds and parks. Our opportunities for health start long before we need medical care. Let's ensure all Americans are as healthy as they can be. ■

This article was submitted by leaders of Washington Nursing Action Coalition's Leadership workgroup:

Sofia Aragon, JD, BSN, RN, Washington Center for Nursing Executive Director and Washington Nursing Action Coalition (WNAC) Co-Lead

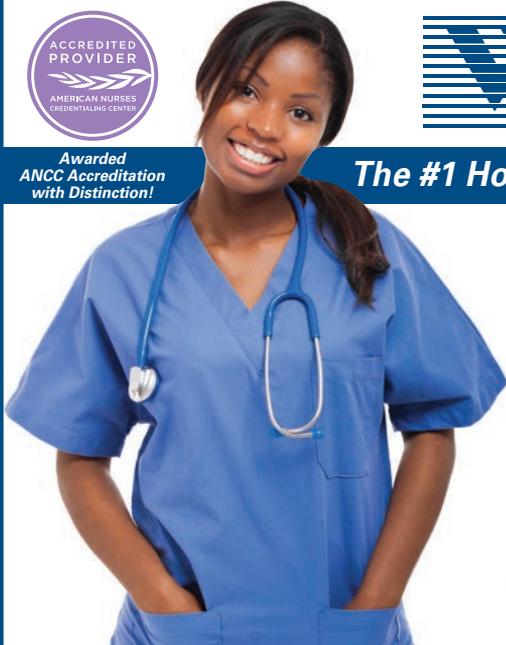
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Nursing Commission updates

By Heather Stephen-Selby

WSNA Assistant Executive Director of Nursing Practice, Education & Research

THE PAST SEVERAL MONTHS have been very productive and busy for the Washington State Nursing Care Quality Assurance Commission. A number of updated practice changes and rules have been completed.



Suicide prevention education

Suicide prevention education has been updated in the Engrossed Substitute House Bill 1424 law enacted in 2014 (RCW 43.70.442) to establish suicide prevention training requirements for health care providers, including licensed practical nurses, registered nurses and advanced registered nurse practitioners. The law requires a one-time training course (at least six hours in length) in suicide assessment, treatment and management that is approved by the Nursing Commission as of Jan. 1, 2017. This means that if you are up for renewal and have the CNE attestation requirement, and you have taken a course during the past year of six hours of instruction, it will be accepted.

After Jan. 1, 2017, the only courses that will be accepted must be approved by the Nursing Commission. After that date, 20 percent of nurses renewing their license will be required to complete a suicide prevention education course from the approved training list.

The CNE requirements still also includes HIV/AIDS, seven hours and 45 credits over a three-year period. The CNE attestation will require this class starting for licensure renewals on your birthday beginning on Jan. 1, 2017.



Clinical Nurse Specialist designation

The Nursing Care Quality Assurance Commission also has adopted new rules this summer by adding Clinical Nurse Specialist (CNS) as a fourth designation of advanced registered nurse practitioners. The revised rule establishes the education, examination, licensing, practice requirements and other qualifications for the ARNP CNS designation and also clarifies and updates ARNP rules. An ARNP must maintain current certification within his or her designation(s) by a commission-approved certifying body. An ARNP license becomes invalid when the certification expires.



Medical marijuana

Medical marijuana guidelines have also been developed, which require licensed and medically endorsed marijuana retail stores to have a certified medical marijuana consultant on staff to work with patients. The certified consultant is not a medical provider and can only work with medical marijuana customers within a medically endorsed marijuana retail store.

These consultants are required to be 21 years of age or older, complete a department-approved 20-hour training program and provide proof of completion of the program. They must enter patient and designated provider information from the authorization form into the marijuana database and create the medical marijuana recognition card. Their role includes: assisting the patient with selecting products, describing risks and benefits of methods for using products and demonstrating proper use of products. The consultant can give advice on ways to properly store products, explain how to keep them safe from children and pets and describe the marijuana law.

Consultants are not allowed to provide medical advice, diagnose any conditions, change current treatment(s) in place of marijuana or to open and use actual products when demonstrating their use.



Federal fingerprint background checks

The RapBack law is an ongoing legislative focus for the Nursing Commission. It was first proposed in the 2015-2016 legislative sessions under HB 2080 and did not pass due to a variety of concerns. The Nursing Commission has been working with the ACLU and other stakeholders to address privacy rights in the revised bill set to be presented in the 2017 legislative session.

RapBack would require all licensed nurses to undergo federal fingerprint background checks through the FBI upon initial licensure and renewal. Over the next five years, 20 percent of currently practicing nurses would be required to complete this biometrics background check. The nurse is fingerprinted one time at a vendor who will be designated at a variety of locations throughout the state. The applicant or licensee bears the cost of the fingerprint processing. It is a one-time, one-cost collection of fingerprints for the duration of the nurse's licensure. The FBI requires each profession's fingerprints be used solely for the purpose it was collected; therefore, the fingerprint could not satisfy any other background check requirement.

The RapBack is a requirement for any state wanting to join the Nurse Licensure Compact. The intent of the Nursing Commission is to reintroduce this law during the next legislative session.



Nurse Licensure Compact

The Nurse Licensure Compact (NLC) is an initiative by the Nursing Commission and the National Council of State Boards of Nursing (NCSBN) to give RNs and LPNs the option of maintaining one multistate license with the ability to practice in both their home state and other NLC states. The APRN Compact provides the ability for an advanced practice registered nurse to hold one multistate license with the privilege to practice in other compact states. These compacts must be adopted by legislative action.

After careful review, WSNA and ANA continue to have numerous concerns and remain strongly opposed at this time to adoption of the proposed enhanced Nursing Licensure Compacts in their current form. We strongly encourage you to read the Executive Summary of the WSNA Board position statement, “The Nursing Licensure Compact and APRN Compact: A Bad Option for Washington,” or the full position statement at www.wsna.org/nursing-practice/regulation-and-accountability. ■

Influenza 2016-2017

It is that time of year again when influenza and immunization is part of your fall health care plan. Encourage annual flu vaccination to keep our state's flu level low.

According to the Centers for Disease Control and Prevention, from the 1976–1977 through the 2006–2007 season, estimated influenza-associated deaths ranged from approximately 3,300 to 49,000 annually.

Routine annual influenza vaccination of all persons aged ≥ 6 months without contraindications continues to be recommended. No preferential recommendation is made for one influenza vaccine product over another by CDC.

The most recent updated information and guidance from the Washington State Department of Health and CDC includes the following:



CDC is recommending that live attenuated influenza vaccine (LAIV) nasal spray, is NOT recommended for use for any ages during the 2016-2017 flu season in the United States. Recent studies show LAIV, the nasal spray vaccine, doesn't provide adequate protection against flu disease and illness. Read more at <http://wsna.to/2cFEHRx>.



In light of low effectiveness against influenza A (H1N1) pdm09 in the United States during the 2013–2014 and 2015–2016 seasons, for the 2016–2017 season, the Advisory Committee on Immunization Practices (ACIP) makes the interim recommendation that LAIV4 should not be used. Because LAIV4 is still a licensed vaccine that might be available and that some providers might elect to use, for informational purposes, reference is made to previous recommendations for its use. See <http://wsna.to/2cOnV3E>.



2016–2017 U.S. trivalent influenza vaccines will contain an A/California/7/2009 (H1N1)–like virus, an A/Hong Kong/4801/2014 (H3N2)–like virus and a B/Brisbane/60/2008–like virus (Victoria lineage). Quadrivalent vaccines will include an additional vaccine virus strain, a B/Phuket/3073/2013–like virus (Yamagata lineage).



Recent new vaccine licensures MF59-adjuvanted trivalent inactivated and quadrivalent formulation of Flucelvax. Read more at <http://wsna.to/2cOnV3E>.

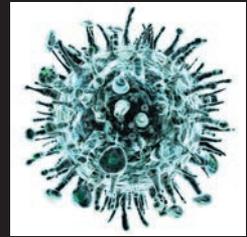


According to CDC, it is now recommended that influenza vaccination of persons with an egg allergy include:

- Removal of the recommendation that egg-allergic recipients should be observed for 30 minutes post vaccination for signs and symptoms of an allergic reaction. Providers should consider observing all patients for 15 minutes after vaccination to decrease the risk for injury should they experience syncope, per the ACIP General Recommendations on Immunization.
- A recommendation that persons with a history of severe allergic reaction to egg (i.e., any symptom other than hives) should be vaccinated in an inpatient or outpatient medical setting (including but not necessarily limited to hospitals, clinics, health departments, and physician offices), under the supervision of a health care provider who is able to recognize and manage severe allergic conditions.



A flu vaccine recommendation and offer from you as a health professional makes a huge difference. Yearly flu vaccination is recommended for everyone six months and older. It is especially important for those at high risk for flu-related complications. Remind patients to get a flu shot. CDC also recommends everyday preventive actions (e.g. staying away from people who are sick, covering coughs and sneezes and frequent handwashing) to help slow the spread of germs that cause respiratory illnesses such as flu. ■



HURRICANE BLIZZARD EARTHQUAKE
 FLOOD TERRORISM ATTACK TORNADO
 VOLCANO NATURAL DISASTER



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| 1 Datrex packet of 9 food bars | 1 Whistle | 1 first aid pack (3 2"x2 gauze pads, 15"x9" abdominal pad, 10 plastic strip bandages, 1 roll Kendall tape, 3 antiseptic towelettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes) |
| 1 Thermal Blanket - 84" x 52" | 1 deck playing cards | |
| 2 Air-activated 12-hour body / hand warmers | 1 pair leather palm gloves | |
| 1 Hooded Poncho | 1 sling bag | |
| 3 Trash Bags | | |
| 2 12-hour light sticks | | |
| 2 zip baggies | | |

First Responder Kit \$49.99

- | | | |
|---|--------------------------------------|---|
| 16 Datrex Emergency Drinking Water Pouches | 2 zip baggies | 1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard wate bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie) |
| 1 Datrex packet of 18 food bars | 1 flashlight with 2 D cell batteries | 1 first aid pack (3 2"x2 gauze pads, 15"x9" abdominal pad, 10 plastic strip bandages, 1 roll Kendall tape, 3 antiseptic towelettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes) |
| 1 Thermal Blanket - 84" x 52" | 1 AM/FM radio | |
| 2 Air-activated 12-hour body / hand warmers | 1 Whistle | |
| 1 Hooded Poncho | 1 deck playing cards | |
| 3 Trash Bags | 1 pair leather palm gloves | |
| 2 12-hour light sticks | 1 sling bag | |

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LEADERSHIP AWARDS



NURSES WHO LEAD THE WAY

WSNA WOULDN'T EXIST WITHOUT OUR MEMBERS, especially those who have stepped forward as leaders in their facilities. These are the nurses you see leading picket lines and defending nurses in grievance meetings. They serve on bargaining teams and welcome new employees to WSNA. Some are working diligently in the face of hostile employers or apathetic colleagues. They are overcoming the odds to bargain for good contracts and organize new units. They are the cheerleaders when the going gets tough. The annual Leadership Awards recognize those who have stepped forward and led the way over the past year — or, in some cases, the past several decades. WSNA's Cabinet on Economic & General Welfare, the body elected by you to guide WSNA's union work, selects award winners from nurses nominated by our members.

These awards were presented at WSNA's Leadership Conference on Sept. 26. **Congratulations to all of the award winners, and thank you for your dedication and service.**



OUTSTANDING LOCAL UNIT CHAIRPERSONS

DIAN DAVIS, RN

St. Joseph Medical Center, Tacoma

“She is TOUGH, but professional!”

That’s one of the things Dian’s nominator said about her. After many years as Local Unit Chair for St. Joe’s Tacoma and many contract negotiations, Dian is not afraid to speak the truth to hospital management. Just ask any of her fellow bargaining team members! She has the history and experience to help the rest of the team work through issues and determine what is important, achievable and worth the fight. Just this year, the St. Joe’s bargaining team settled a contract that included wage increases, new steps, an increased shift differential, enhanced floating language, improved bereavement leave, a signing bonus and more.

A longtime member of WSNA, Dian has given countless hours and boundless energy to helping her fellow nurses at St. Joe’s. Dian encourages nurses to step forward as new officers, helps them learn their roles and makes sure they know that they are important members of the team. She volunteers her time to lead the Conference Committee as well as other committees at the hospital. It is a testament to Dian’s strong advocacy for the interests of nurses that the Conference Committee at St. Joe’s is so well regarded.

Dian gives freely of her time and talent to lead her local unit and is always faithful to her leadership role.

MARTHA GOODALL, RN

Holy Family Hospital, Spokane

Martha has served her local unit in many ways throughout the years. She is a strong and steady presence, consistently raising her strong voice to advocate for the nurses in her bargaining unit.

Martha is the first person that members at Holy Family go to when they have a question and the one they turn to when there is a problem. That is the mark of a true leader. With her exemplary communication skills, Martha can be relied on to keep the nurses up to date on what is going on with their contract and in the hospital. In negotiations, Martha is a model of exceptional planning, execution and stamina. She consistently provides support to the nurses both on the negotiating team and in the bargaining unit.

Martha promotes WSNA through her consistent leadership in numerous hospital committees. She is fair, honest and always willing to teach, educate and share with fellow nurses.

OUTSTANDING GRIEVANCE OFFICERS

LINDA BURBANK, RN

St. Joseph Medical Center, Tacoma

Linda knows how to make each and every WSNA member at St. Joe’s feel that she has his or her back and that she is fighting alongside them, defending every one.

In the face of frustration or negativity, Linda always maintains a positive attitude. She is vigilant in pursuing facts rather than accepting rumors, and she fosters positive communication among her peers.

Nurses seek Linda out because she is approachable, available, discrete and informative in helping them understand and defend their rights within the contract. She has the skills and tools to be a great grievance officer and doesn’t hesitate to use them! She works willingly and consistently for the nurses at St. Joe’s.

Linda’s enthusiasm, compassion, positive attitude and advocacy for every nurse she represents make her a true bargaining unit supporter and a team builder at St. Joseph Medical Center.

JONATHAN CHASE, RN

PeaceHealth Southwest, Vancouver

Jonathan is a grievance officer, co-chair of his local unit, a full-time nurse and a full-time student. How does he do it? Honestly, we don’t know. But we do know that he inspires confidence in the nurses he represents at PeaceHealth Southwest.

Jonathan’s nominator describes him as a strong support, enthusiastic and “very giving of his time and knowledge.” Jonathan is known to go “above and beyond” for every nurse he represents, asking the right questions, showing attention to detail and having the ability to encourage and support peers who are in stressful and difficult situations. Throughout, Jonathan manages to maintain a positive attitude. He digs into the facts of the situation and communicates with clarity and compassion.

Jonathan is an inspirational leader and role model for the nurses at PeaceHealth Southwest.

MEMBERSHIP AWARD

JOHN MINERICH, RN

University of Washington Medical Center, Seattle

John’s unit at the University of Washington Medical Center has close to 100 percent membership in a facility that only won fair share membership this year. The reason? A lot of it has to do with John.

In nominating John, a fellow nurse said, “I cannot think of anyone that promotes WSNA as much and as well as John. John is nothing if not passionate!”

It probably helps that John is known as someone others enjoy being around. When he reaches out to fellow nurses to encourage them to join WSNA, he manages to come off as personable rather than a pest. An active bargaining unit member, John is always willing to help in any way he can to strengthen the visibility of WSNA, to help nurses understand how WSNA impacts them and their practice, and to let them know – with a gentle nudge – how they can get more involved.

It is with the help of people like John that WSNA is going to get the entire University of Washington Medical Center up to 100 percent membership!



MARTHA GOODALL



DIAN DAVIS



JOHN MINERICH



JONATHAN CHASE



RENATA BOWLDEN



SARAH LYTLE AND MARTINA ALLEN (VIRGINIA MASON MEDICAL CENTER)

RISING STAR

RENATA BOWLDEN, RN

MultiCare Tacoma General Hospital, Tacoma

If you were anywhere near Tacoma in May or June of this year, chances are you would have seen Renata Bowlden interrupting your Mariners game or episode of “Celebrity Food Fight” or CNN news to say: “I love being a nurse, and my patients always come first. But I struggle to work harder, faster and longer hours to make sure my patients have what they need.”

It’s a sentiment many nurses share, but it takes a lot of guts to put your face on cable TV in an ad that attacks your employer for putting profits before patients. Renata didn’t hesitate.

As an active member of the negotiating team, Renata stepped up as a spokesperson and the public face of nurses at Tacoma General during their on-going negotiations. In TV commercials, in face-to-face interviews with news reporters and on Facebook, Renata has effectively conveyed the concerns and frustrations of Tacoma General nurses to the public.

Behind the scenes, Renata agreed to co-chair the Staffing Committee at Tacoma General and immediately took the bull by the horns, asking management to provide the rationale for staffing decisions they were making.

She also is active on the state and national scene, attending ANA, AFT and NFN events to learn more about labor and to advocate for nursing issues.

Her peer nominator stated, “Renata does all of this while working an FTE and she does it with grace, humility and a smile!”

ADVERSITY AWARD

PROGRESSIVE CARE UNIT NURSES

Virginia Mason Medical Center, Seattle

In January of this year, GroupHealth ended its contract with Virginia Mason Medical Center, and, faced with an expected loss of census, Virginia Mason downsized RN staffing.

As part of the plan, Virginia Mason relocated the Medical Telemetry Unit to a space adjacent to the Critical Care Unit, placed the unit under new management, reduced the number of nurses by more than 50 percent and revised the RNs’ job descriptions and expectations.

The 14 nurses who remained suffered such severe staffing challenges that management considered adding mandatory on-call, which was not in the contract. These brave nurses contacted their local unit officers and WSNA representative and were successful in fighting off mandatory on-call.

Then, in July, just when they thought they had adjusted to their new space and duties, they were told that management plans for them to go back and set up their old unit this fall. These nurses are now working on plans to precept new staff, train new support staff, and update hospital processes and procedures to make this transition flow smoothly for patients, staff and each other.

Through these challenging times, the Progressive Care Unit nurses at Virginia Mason have rallied together and supported each other. They have faced adversity with teamwork and professionalism.



MARTHA GALVEZ, JOANIE GUERCIA, KELLEN KLEIN, CARMEN GARRISON (WSNA NURSE REP) AND GARY COOK (KADLEC REGIONAL MEDICAL CENTER)



ANDREA GRISWOLD

OUTSTANDING NEGOTIATING TEAM

KADLEC NEGOTIATING TEAM

Kadlec Regional Medical Center, Richland

Through nine grueling months of bargaining, the WSNA negotiating team at Kadlec remained dedicated to the excellence of the nursing profession, safe working conditions for themselves and safe healing conditions for their patients.

It wasn't easy. Negotiations and mediation extended well beyond the anticipated length of time and resulted in considerable frustration. Yet the entire team remained cohesive and determined, never swaying from their resolve to represent every nurse and each department to the best of their ability.

The leadership and resolve of the Kadlec negotiating team extended far beyond the negotiating table. They acted as rally speakers, spokespeople with the media and liaisons to other union and community groups. In two packed meetings of bargaining unit members, the negotiating team made such a strong case for a strike advisory vote that 90 percent of the hundreds of ballots cast came back in support of a strike.

Each team member worked hard to provide timely and accurate communication to their nurses, coordinating with WSNA staff to send regular updates and post on their extremely active Facebook page. It was hard to go anywhere in Richland without seeing a car sign or yard sign or news story about the Kadlec nurses and their fight for safe staffing and a fair contract. The Kadlec nurses rally and candlelight vigil drew hundreds of nurses and supporters. Every major media outlet in the area covered both events.

Throughout the long contract battle, the Kadlec negotiating team remained focused and undeterred in their commitment to reaching their goal. This group is a shining example of the true meaning of persistence and unity.

EMERITUS AWARD

ANDREA GRISWOLD, RN

Formerly of St. Joseph Medical Center, Tacoma

Hard work, diligence, perseverance and leadership. These are just a few of the words used to describe Andrea's long service to WSNA and her fellow nurses at St. Joseph Medical Center in Tacoma. Before her recent retirement, Andrea acted as local unit treasurer and local unit secretary. She served on negotiating teams and staffing committees. She was a steady, generous, knowledgeable presence who will be sorely missed at St. Joe's.

Andrea served for 14 years as Local Unit Treasurer, keeping records of the unit funds and expenditures, guiding the team in using their money wisely. She made sure her unit had money available to spend on events such as Nurses Week celebrations, unity dinners, local unit meetings/dinners and conferences, including the annual Leadership Conference.

During the past two years, Andrea accepted the additional duties of Local Unit Secretary, formulating and distributing agendas, keeping minutes at Conference Committee and taking minutes at local unit officer meetings.

Andrea has served on numerous negotiation teams over the years. She is extremely knowledgeable and assertive, and when she speaks, management listens. She is not afraid to speak up, and her strong voice will be missed in future negotiations.

Andrea has represented St. Joseph nurses on many committees, including on a yearlong committee working to combine the nurses from the main operating room with nurses from the same-day surgery area. Throughout the process, Andrea remained strong, advocating for what she knew to be right for patients and the nurses.

Nurses and patients alike were fortunate to have Andrea fighting on their side for so many years.

2016 Leadership Conference





Sept. 25-27, WSNA hosted our best-attended Leadership Conference ever, drawing members from 25 facilities around the state. At the two-day event held at Cambell's Resort on Lake Chelan, attendees connected with WSNA leaders from other hospitals, learned about current issues facing unions and nursing practice, and engaged in small group workshops to learn about organizing, winning grievances, communications and more.

Featured speakers included Jennifer Graves, RN, ARNP, WSNA vice president and CEO of Swedish Edmonds, on creating a Culture of Safety; David Campbell, labor attorney, on threats to unions; and Barbara Frye, BSN, RN, retired Director of Labor Relations at WSNA, on the history of WSNA and labor in Washington state.

This year's theme, "All Aboard the Member Ship," inspired nurses and staff to dress up and have some fun at the reception held before the Local Unit Awards Banquet. Award winners are featured in this issue in the story "Nurses who lead the way."

Photos →



Overlake Hospital and Medical Center RNs



Jan Bussert, WSNA President



Jennifer Ellen Alba of St. Joseph Medical Center - Tacoma



Ruth Schubert, WSNA Communications and Public Relations Program Manager



Terry Surratt of Tacoma General Hospital



Karen Stone, Tacoma General Medical Center



Herbie Aganda and Anji Bryant of Yakima Regional Medical Center



Rachael DeSouza and Christina Stephens of St. Joseph Medical Center - Tacoma



Susan E. Jacobson of Yakima Regional Hospital



Christina Enriquez, Seattle / King County Public Health

2016 Leadership Conference

September 25-27, 2016

Campbell's Resort, Chelan

Nurses from across the state convened at WSNA's annual labor training event in Chelan to get an update on the national and state labor scenes, learn how to be more effective leaders in the workplace, celebrate successes and strategize for the coming year.

Photos by Rob Spradlin



Rick Kuplinski, AFT Deputy Director, Department of Organization and Field Services



Kellen Klein of Kadlec Regional Medical Center



Jennifer Graves, WSNA Vice President

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The WSNA Continuing Competency Record Keeper Kit helps you keep track of the documents verifying your compliance with NCQAC licensure renewal requirements.

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The ongoing battle at MultiCare Tacoma General	31	Photos: Seattle Children's informational picket	33



UWMC nurses and supporters take to the streets before their fourteenth contract negotiation session, Nov., 2015

“Having a stronger voice to advocate for our patients and the best possible care will help everybody.”

UW Medical Center nurses vote in fair share membership language

By Ruth Schubert

IN JULY, THE REGISTERED NURSES at the University of Washington Medical Center voted by a significant majority to add fair share membership language to their contract, which covers about 1,600 registered nurses.

“This is a huge victory for the nurses and for their patients,” said Christine Himmelsbach, Assistant Executive Director of Labor Relations at WSNA. “More and more, nurses have elected to join WSNA in recent years, and their decision to make either full membership or fair share support a requirement for new hires will give them even more power to be strong advocates for their patients and themselves.”

The 10-day online vote was conducted by the Washington State Public Employment Relations Commission (PERC) at the request of WSNA and the University of Washington. Voting was open to all registered nurses at the UW Medical Center, both those that were WSNA members and those that were

not. Nearly two-thirds of the nurses who voted said “YES!” to fair share membership language.

“This is a tremendous win for nurses at the UW Medical Center,” said Charles James, an RN on the ICU Resource Team and secretary of his local unit. “Having a stronger voice to advocate for our patients and the best possible care will help everybody.”

All new hires, and those transferring into the bargaining unit will now be required to either join WSNA as a full member or to pay their “fair share” for the representation WSNA provides to all RNs at the UW Medical Center.

The vote was held consistent with the collective bargaining agreement ratified on Jan. 8, 2016. The victory came despite pressure from UW Medical Center managers urging nurses to vote “NO.” WSNA filed several Unfair Labor Practice complaints as a result of actions by UW Medical Center managers

that WSNA contends placed unlawful pressure on nurses to vote “NO.”

“I am proud to be part of the Washington State Nurses Association and I’m proud of my fellow nurses for stepping up and voting ‘YES!’,” said Teresa Wren, a registered nurse in the Maternity and Infant Center and local unit treasurer. “I know that having more nurses in our union will lead to better working conditions and better patient care conditions.” ■



Below: WSNA Political Action Specialist Nathasja Skorupa with AFL-CIO president Richard Trumka, July 2016



Washington State Labor Council Convention: WSNA calls for union support of Tacoma General nurses

The 2016 Convention of the Washington State Labor Council, AFL-CIO, was held July 19-21 in Wenatchee. WSNA attended, joining delegates representing the WSLC's more than 500 affiliated labor organizations.

Keynote speakers included Richard Trumka, President of the AFL-CIO, who praised Washington's work on boosting the minimum wage, ensuring paid sick leave and organizing drivers for rideshare services such as Uber and Lyft, among other efforts.

"Keep leading the way. Keep blazing a trail forward," Trumka told hundreds of union members at the convention. "As a national movement, we've been under attack so long, it can be hard to get out of a defensive crouch. But Washington has always shown us how to be proactive."

WSNA Nurse Representative Sara Frey took the opportunity to ask the labor community to support the RNs at MultiCare Tacoma General Hospital during their extremely contentious contract negotiations. Here's what she said:

"In 2010, WSNA sued Tacoma General because thousands of breaks were missed each quarter in violation of the law. Tacoma General settled, promising to provide breaks and to maintain staffing levels during breaks. TGH also agreed to final and binding arbitration in the event of a dispute over the settlement. Unfortunately, TGH did not live up to its promises, and WSNA was forced to move to final and binding arbitration. Missed rest breaks during this time period have grown from several thousand to over 18,000 missed breaks per quarter.

WSNA and TGH spent three days in hearings before the arbitrator. In late December 2015, WSNA won a landmark decision for nurses and the safety of the patients they care for. The arbitrator ruled that using the break buddy system does not provide for a true break. The buddy system is when a nurse with eight patients gets to watch her/his buddy's patients while they try to go on a break, for a total of 16 patients. The arbitrator ruled that TGH must cease using the break buddy system, and the hospital must provide a nurse with the precise

assignment of relieving a nurse for a break without affecting staffing ratios.

TGH is refusing to follow the arbitrator's order. It flouted it to the nurses and the public, but also filed in federal court to have the final and binding arbitration decision that they agreed to overturned. Management has threatened nurses who miss breaks due to the break buddy system with insubordination and time card fraud if they report it as a missed break. Even under these threats, this last quarter, more than 16,000 missed breaks were reported. How many breaks do you think were actually missed but the nurses were too afraid to report?

We are in contract negotiations now, with an expired contract. Not only is TGH refusing to comply with the arbitrator's decision, they are now holding contract negotiations hostage by stating there will not be a new contract without a reversal of the arbitrator's decision, and, additionally, they want intermittent breaks. The nature of nursing does not allow for intermittent breaks. TGH has threatened that even if the court rules for WSNA, we will not get a contract.

We are going to be looking to our labor partners for more support in the upcoming months as TGH continues down this path with negotiations. Thank you to those who came out to our picket. We have numerous ULPs, including unlawful surveillance when the CEO of MultiCare, Bill Robertson, came to our picket and videotaped bargaining unit members. Please watch for calls for help." ■

* The Washington State Labor Council has a full rundown of the convention highlights, speakers and resolutions on their website at <http://www.wslc.org/2016-wslc-convention>.

The ongoing battle at MultiCare Tacoma General

WSNA's effort to negotiate a fair contract at Tacoma General Hospital continues, with WSNA filing numerous additional Unfair Labor Practice complaints against MultiCare. The most visible ULP? MultiCare and Tacoma General CEO Bill Robertson took photos and videos on his phone of nurses at the June 27 picket. It is unlawful to conduct surveillance of protected union activities.

Tacoma General management has also told nurses they had to float outside of their "clinical services" areas. And they have unilaterally restructured units and forced nurses to rebid their jobs – all without talking to WSNA.

On Sept. 8, WSNA and Tacoma General nurses hosted a community BBQ and rally in a park close to the hospital that drew in union partners, faith leaders, nurses from other facilities and, of course, nurses from Tacoma General. Radio and TV stations were there.

The bargaining team went back to the table on Sept. 14 and 16 with the help of

a mediator, and the two sides met again on Oct. 4 to talk about benefits. MultiCare came to the table proposing new takeaways, including hikes of \$540 per year to health insurance premiums.

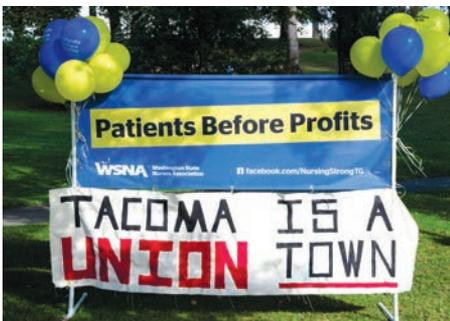
On Oct. 19, WSNA and the bargaining team held a local unit Action Advisory meeting with members to talk about specific union concerted effort actions the bargaining unit could take. As result, Tacoma General nurses are holding a "No voluntary overtime, no extra shifts" job action Nov. 10-17. Stay up to date and support the Tacoma General nurses by following their Facebook page, <http://facebook.com/NursingStrongTG>. ■



Rev. Mike Roberts of Grace Baptist Church



Shelly Speir and bargaining team member Danielle O'Toole



Recently settled contracts

	Wage Increases		Other Changes
Benton Franklin Health District Kennewick	1st year 2nd year	2% 1-2% based on B/C (CPI-W)	<ul style="list-style-type: none"> › Holiday language clarified › Enhanced language regarding use of sick leave › Change in Notice of Illness language
Ocean Beach Hospital Ilwaco	1st year 2nd year 3rd year	3% 3% 3%	<ul style="list-style-type: none"> › New step 27 › Night shift premium increased to \$4.00 per hour › Preceptor pay increased to \$1.50 per hour › Added MSN premium \$.50 above BSN premium › Clarification of low census language › Improved KRONOS access
Pullman Regional Hospital Pullman	1st year 2nd year 3rd year	3% 3% 3.5%	<ul style="list-style-type: none"> › Guaranteed employer contribution to HRA accounts › Float premium increased to \$2.00 per hour
Sacred Heart Medical Center Spokane	1st year 2nd year 3rd year	3% 3% 3%	<ul style="list-style-type: none"> › Signing bonus of \$1,000 prorated to FTE › All units with eight or more discharges per day will be staffed with a discharge nurse › Commitment to having “beeper nurses” available at all times › PICU will have a helper nurse at census levels of 10 or more › Evening shift differential increased to \$3.00; night shift increased to \$4.00 per hour › Severance pay: Nurses will receive one week of severance pay for each year of service with a minimum of two weeks and a maximum of 20 weeks, to be paid in a lump sum. Additionally, the employer will pay for COBRA costs equal to the number of weeks of severance, with a minimum of one month. › Enhanced language regarding vacation Primetime › New language about job postings and inter-unit transfers
St. Clare Hospital Lakewood	1st year 2nd year (steps 1-25) 2nd year (steps 26-30) 3rd year	3% 2.5% 3% 2.5%	<ul style="list-style-type: none"> › Increased second shift differential to \$2.75 effective Feb 1, 2017 › Ratification bonus of \$700, prorated to FTE › New steps added: 11, 13, 15, 24 › Residency period and terms are clarified › Enhanced language regarding notification of nurses about compensation adjustments › Closed unit staffing to have six-month trial in ICU/PCU beginning 990 days after ratification of the contract.
St. Joseph Medical Center Bellingham	1st year 2nd year 3rd year	2.5% 2.5% 3%	<ul style="list-style-type: none"> › Increased NTL premium to \$2.50 per hour › Increased preceptor pay to \$1.50 per hour › Increased education funding to \$350 per nurse per year › Enhanced staffing language and enhanced involvement of the staffing committee › Improved vacation language › Employer agreed to reduce NTL assignments and pilot program of no NTL assignments on night shift for nine months of four large surgical units › Major improvements for Hospice House nurses, adding protections of low census, PTO, restructure and shift length provisions equal to the main CBA › CNO committed to attend conference committee
St. Joseph Medical Center Tacoma	1st year (steps 1-25) 1st year (steps 26-39) 2nd year	2.5% 3% 2.5%	<ul style="list-style-type: none"> › New steps added: 11, 13, 15, 24 › Ratification bonus of \$700, prorated to FTE › Shift differential increased to \$2.75 effective Nov. 1, 2016 › KRONOS committee to be formed to review issues stemming from the use of KRONOS, › Enhanced floating language assuring proper training and orientation prior to float assignment › Improved bereavement leave to include son-in-law and daughter-in-law
Toppenish Community Hospital Toppenish	1.5% wage increase for 1-year contract		<ul style="list-style-type: none"> › Per diem nurses working fewer than 30 hours per week, each month, are not eligible for any additional pay or benefits with the exception of the 401K matching program › Per diem nurses averaging more than 30 hours per week each month will be offered enrollment in health insurance to the extent required by the Affordable Care Act › Clarified past practice Rest Between Shifts language › Change in PTO cash-out provision › Enhanced Tuition Assistance language › WSNA Nurse Representative now permitted to attend Conference Committee



Seattle Children's nurses' solidarity and engagement yield big contract win

More than 500 people — mostly nurses — packed the sidewalks in front of Seattle Children's for an informational picket Sept. 13. The picket and rally were an impressive demonstration of solidarity and resolve as the bargaining team fought for increased staffing, wages and benefits (for example, paid parental leave) that would allow the hospital to recruit and retain nurses. The nurses were active and engaged throughout the process, and on Oct. 20, the bargaining team reached a tentative agreement with Seattle Children's that included wage increases of 10 percent over the three-year span on the contract, overtime pay for nurses in outpatient clinics and paid parental leave.

WSNA represents approximately 1,455 registered nurses at Seattle Children's. WSNA and Seattle Children's management met for 10 negotiating sessions over 5½ months, the final session with the help of a federal mediator. ■



PHOTOS: BEN TILDEN



Edna Cortez, local unit co-chair



Jenny Botello



Four WSNA members inducted into the American Academy of Nursing

The American Academy of Nursing honored 164 highly distinguished nurse leaders as its 2016 class of Academy fellows at their annual policy conference in October, including four Washington State Nurses Association members. They are:

- Cynthia Corbett, Ph.D., RN, Washington State University
- Butch de Castro, Ph.D., MSN/MPH, RN, University of Washington, Bothell
- Mary S. McCarthy, Ph.D., RN, CNSC, Madigan Army Medical Center
- Lynn F. Reinke, Ph.D., ARNP, ANP-BC, Department of Veterans Affairs

"I am delighted to welcome this superb cohort of talented clinicians, researchers, policy leaders, educators and executives as they join the ranks of the nation's leading nursing and health care thought leaders," said Academy President Bobbie Berkowitz, Ph.D., RN, NEA-BC, FAAN, in announcing the new class of inductees.

The AAN said that Academy fellows represent all 50 states, the District of Columbia and 28 countries. The Academy is currently comprised of more than 2,400 nurse leaders in education, management, practice, policy and research. Academy fellows include hospital and government administrators, college deans and renowned scientific researchers.

Fellow selection criteria include evidence of significant contributions to nursing and health care, and sponsorship by two current Academy fellows. WSNA congratulates our members, along with the rest of the new inductees, on this honor.

WSNA member Jeruschia Horton Earns May 2016 LifeSaver Award from LifeCenter Northwest

Jeruschia Horton, a charge nurse in the Critical Care Unit at EvergreenHealth, was given the LifeSaver Award for the month of May by LifeCenter Northwest.

Horton received the honor for effectively managing a complex organ donation that facilitated the best possible result for the donor's family, hospital staff and the organ donor recipients. The monthly award recognizes and honors providers who go to great lengths to save lives in instances where organ and tissue donation is critical.

Horton received the award for displaying great composure, focus and leadership during an organ donation case at EvergreenHealth. She worked closely with multiple parties, calming colleagues, communicating with physicians and comforting the patient's family as she supported their wishes. Horton also coordinated a meeting between hospital staff and the LCNW clinical team to assess the situation, devise a strategy and execute the necessary steps in an extremely complicated, delicate and time-sensitive organ donation instance where time was a critical factor.

Horton's work resulted in three organ transplants to two individuals, giving each a second chance at life.

King County Nurses Association

DISTRICT 2

Mark your calendar for these upcoming events! Details will be posted at <http://www.kcnurses.org/events> as they become available.

Dinner Seminar: Heroin and Prescription Opioid Addiction Epidemic

Wednesday, Dec. 7, 2016, 5:30-8 p.m.
Good Shepherd Center, Wallingford

(Two-hour Certificate of Completion)

This program, offered by the KCNA Nursing Practice Special Interest Group, will describe:

- the current epidemic of heroin and prescription opioid addiction,
- local efforts to address the problem, and
- the role of nursing in policy and practice.

As part of KCNA's "unplugged" series (no technological aids), the seminar will include a presentation followed by a question-and-answer/discussion session.

Speaker Darcy Jaffe, MN, ARNP, NE-BC is Chief Nursing Officer and Senior Associate Administrator at Harborview HMC, adjunct clinical faculty at UW School of Nursing and a member of the county Mental Illness & Drug Dependency Oversight Committee.

The event is \$15/KCNA member or student; \$40/nonmember. Register by Dec. 2 at <http://www.kcnurses.org/events>.

Poverty Immersion

Feb. 4, 2017, 8 a.m.-1 p.m.
Tukwila Community Center

(Certificate of Completion)

This virtual experience lets participants walk in the shoes of someone living on a limited income. Poverty Immersion changes attitudes and challenges stereotypes about the working poor.

Dinner Seminar: Cultural Competency

Feb. 22, 2017, 5:30-8 p.m.
Good Shepherd Center, Wallingford

(Two-hour Certificate of Completion)

Dinner Seminar: Ethics in Nursing

March 16, 2017, 5:30-8 p.m.
Good Shepherd Center, Wallingford

(2-hour Certificate of Completion)

Dinner Seminar: Cooking with Whole Foods

April 4, 2017, 5:30-8 p.m.
Good Shepherd Center, Wallingford

(2-hour Certificate of Completion)

Pierce County Nurses Association

DISTRICT 3

PCNA continued its free educational events with an event Oct. 1 on human trafficking and what to observe. Attendees also learned some yoga techniques to help them relax.

The Board is working on filling up our local bowling alley Feb. 25 as a scholarship fund-raiser. We anticipate filling all the lanes this year and will also have a raffle to raise money. Please check out our website (<http://piercecounтынurses.com>) for information about how you can attend and/or donate! You can also like us on Facebook (<http://facebook.com/piercecounтынurses>).

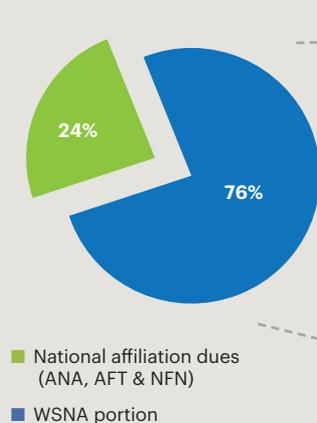
We are also starting a new volunteer committee for nurses that are retired, not practicing or wanting to do work outside of their job. Again, you can get more info on our website.

— Mike Krashin, KCNA President

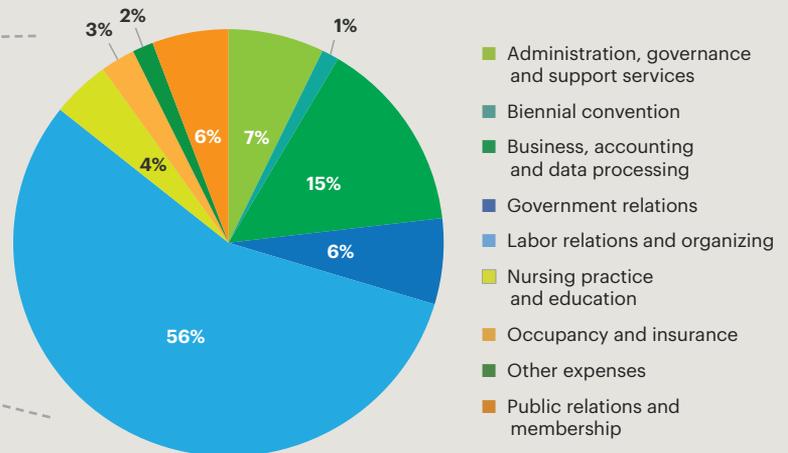
Where do your dues go?

WHO YOUR DUES GO TO*

* District dues vary and are not reflected in this chart.



HOW THE WSNA PORTION OF YOUR DUES IS USED



2014-2015 biennium

How the WSNA portion of your dues is used

The WSNA portion of dues is used to fund a wide variety of activities, including but not limited to:

■ Administration, governance and support services 7%

- WSNA President and Board of Directors meetings and related expenses
- Official representatives to ANA, NFN and AFT meetings
- Nominations/search, bylaws and finance committees and board task forces
- Districts, presidents meetings
- Nursing and health care coalitions
- Staff

■ Labor relations and organizing 56%

- Cabinet on Economic and General Welfare (E&GW)
- Local Unit Council and local unit support
- Local unit contract administration and negotiations
- Legal expenses, grievances and arbitrations
- Local unit leadership training and education
- Organizing and contract campaigns
- Staff

■ Government relations 6%

- Legislative lobbying and representation at state regulatory agencies
- Legislative and Health Policy Council meetings
- Legislative and policy development
- Nurse Legislative Day and Legislative Advocacy Boot Camp
- Coalitions with other groups
- Administrative support for WSNA-PAC (no campaign contributions come from dues)
- Staff and contract lobbyists

■ Nursing practice and education 4%

- Consultation on practice issues
- Continuing education classes for nursing groups and local units
- Work with nursing commission and related regulatory agencies
- Professional Nursing and Health Care Council
- ANCC-approved accreditation and provider unit
- Staff

■ Public relations and membership 6%

- 'The Washington Nurse' magazine
- Website and social media
- Communications and media relations
- Member benefits program
- Membership records and billing
- Membership recruitment and retention
- Telephone consultation
- Staff

■ Business, accounting and data processing 15%

- Computers, copiers and office equipment
- Furniture, equipment and leases
- Office operations and supplies
- Website
- Staff

■ Occupancy and insurance 3%

- Headquarters rent and storage
- Insurance and taxes

■ Biennial convention 1%

- General Assembly business meetings
- Speakers and awards
- Convention marketing and promotion
- Biennial WSNA elections

■ Other expenses 2%

2017 WSNA Membership Dues

The total annual amount of dues for WSNA members includes the American Nurses Association (ANA), Washington State Nurses Association (WSNA) and the District Nurses Association (DNA) dues portions. This combined amount is based on the following information: 1) the District you are employed in, 2) the total hours you are scheduled to work per month (FTE), and 3) whether you are represented by WSNA for collective bargaining or not. WSNA dues for members are adjusted annually on January 1 each year based on a formula approved by the membership in 1991 and revised in 2003.

ANA dues are adjusted every three years based on the Consumer Price Index (this increase is capped at a maximum of 2%). This increase is applied to both collective bargaining and non-collective bargaining members. The last ANA dues increase was in January 2014 and the next increase was scheduled for January 2017; however, by action of the 2016 ANA Membership Assembly, "the dues escalator for 2014, 2015 and 2016 shall not be implemented," therefore

the ANA dues amount will remain the same and will be in effect through December 31, 2019.

For WSNA members not represented by WSNA for collective bargaining, there is no dues increase in 2017. Members who work less than 80 hours per month, are retired or not represented for collective bargaining may also qualify for one of the reduced dues categories.

For members represented by WSNA for collective-bargaining the amount of dues also includes per capita dues to National Federation of Nurses (NFN) and the AFT/AFL-CIO. For 2017 the NFN dues remain the same at \$2.50 per month (\$30.00 annually). The 2017 AFT dues for members represented by WSNA for Collective Bargaining will be \$7.98 per month (\$95.78 annually).

For members represented for collective bargaining by WSNA, the formula for the WSNA portion of the dues is based on the statewide average of the 5th-step wage rate for RNs in WSNA-represented bargaining units. This calculation is made from existing

contracts in effect on July 1 each year. The average 5th step monthly salary is then multiplied by a dues adjustment factor of 1.00% and again by 12 to determine the amount for the annual WSNA portion of the dues and is applied in January the following year.

Eight percent (8%) of the WSNA portion of the dues of WSNA collective bargaining members are returned to the WSNA Cabinet on Economic and General Welfare (4%) and to the member's local unit (4%) for their use.

The amount of the dues increase for 2017 for the WSNA portion of the dues will be 1.88% which is slightly more than \$1.00 per month (\$12.06 annually) for members represented by WSNA for Collective Bargaining in our highest dues-paying category.

The updated WSNA dues rate schedule is effective January 1, 2017. Please see the accompanying Dues Rate chart for your specific dues rate for 2017.

WSNA Districts

1 Whatcom County	4 Spokane / Adams / Lincoln / Pend Oreille / Stevens	6 Yakima City / North Yakima	9 Snohomish County	12 Clallam / Jefferson	15 Benton / Franklin	18 Kittitas County
2 King County	5 Walla Walla / Columbia	7 Chelan / Douglas / Grant	10 Wahkiakum / Cowlitz	13 Thurston County	16 Skagit / Island / San Juan	98 All others not listed
3 Pierce County		8 Grays Harbor	11 Clark / Skamania	14 Whitman County	17 Kitsap County	

Dues Categories

A	B	C	D	F	R	E
In a WSNA-represented bargaining unit and working an average of 80 or more hours per month (0.5-1.0 FTE)	In a WSNA-represented bargaining unit and working an average of 40 hours or more and less than 80 hours per month (0.25-0.49 FTE)	In a WSNA-represented bargaining unit and working an average of less than 40 hours per month (less than 0.24 FTE, or per diem)	New Graduate Nurse employed in a WSNA represented bargaining unit (for the 1st year of membership only)	Employed and not covered by a WSNA collective bargaining contract, or unemployed	New graduate nurse, employed and not covered by a WSNA collective bargaining contract (for first year of membership only)	62 years of age and not employed, or totally disabled

Dues Rates Effective Jan. 1, 2017 – Dec. 31, 2017. Subject to change with proper notice.

District	Category A			Category B			Categories C & D			Category F			Category R			Category E		
	Annual	Install*	Monthly	Annual	Install*	Monthly	Annual	Install*	Monthly	Annual	Install*	Monthly	Annual	Install*	Monthly	Annual	Install*	Monthly
1, 6, 8, 17, 18	\$991.44	\$331.81	\$82.62	\$774.96	\$259.65	\$64.58	\$558.72	\$187.57	\$46.56	\$413.04	\$139.01	\$34.42	\$209.04	\$71.01	\$17.42	\$204.48	\$69.49	\$17.04
2	\$1,044.72	\$349.57	\$87.06	\$815.04	\$273.01	\$67.92	\$585.36	\$196.45	\$48.78	\$439.68	\$147.89	\$36.64	\$235.68	\$79.89	\$19.64	\$217.92	\$73.97	\$18.16
3	\$1,012.08	\$338.69	\$84.34	\$790.32	\$264.77	\$65.86	\$568.80	\$190.93	\$47.40	\$423.25	\$142.41	\$35.27	\$219.25	\$74.41	\$18.27	\$209.63	\$71.21	\$17.47
4	\$1,007.52	\$337.17	\$83.96	\$786.96	\$263.65	\$65.58	\$566.64	\$190.21	\$47.22	\$421.00	\$141.66	\$35.08	\$217.00	\$73.66	\$18.08	\$208.50	\$70.83	\$17.38
5, 15	\$986.40	\$330.13	\$82.20	\$771.36	\$258.45	\$64.28	\$556.08	\$186.69	\$46.34	\$410.50	\$138.16	\$34.21	\$206.50	\$70.16	\$17.21	\$203.25	\$69.08	\$16.94
7	\$991.92	\$331.97	\$82.66	\$775.44	\$259.81	\$64.62	\$558.96	\$187.65	\$46.58	\$413.25	\$139.08	\$34.44	\$209.25	\$71.08	\$17.44	\$204.63	\$69.54	\$17.05
9, 12	\$998.88	\$334.29	\$83.24	\$780.72	\$261.57	\$65.06	\$562.32	\$188.77	\$46.86	\$416.75	\$140.25	\$34.73	\$212.75	\$72.25	\$17.73	\$206.38	\$70.12	\$17.20
10, 13	\$989.04	\$331.01	\$82.42	\$773.28	\$259.09	\$64.44	\$557.28	\$187.09	\$46.44	\$411.75	\$138.58	\$34.31	\$207.75	\$70.58	\$17.31	\$203.88	\$69.29	\$16.99
11	\$1,001.52	\$335.17	\$83.46	\$782.64	\$262.21	\$65.22	\$563.52	\$189.17	\$46.96	\$418.00	\$140.66	\$34.83	\$214.00	\$72.66	\$17.83	\$207.00	\$70.33	\$17.25
14, 98	\$981.60	\$328.53	\$81.80	\$767.52	\$257.17	\$63.96	\$553.68	\$185.89	\$46.14	\$408.00	\$137.33	\$34.00	\$204.00	\$69.33	\$17.00	\$202.00	\$68.66	\$16.83
16	\$996.48	\$333.49	\$83.04	\$778.80	\$260.93	\$64.90	\$561.12	\$188.37	\$46.76	\$415.50	\$139.83	\$34.63	\$211.50	\$71.83	\$17.63	\$205.75	\$69.91	\$17.15

* Installment amounts include \$3.99 annual fee

Online Courses

Alpha-1 Antitrypsin Deficiency and Augmentation Therapy-Prolastin C; Fee: None; Contact Hours: 3.0; Contact: www.alphaone.org or call 877.228.7321

Alpha-1 Antitrypsin Deficiency and Augmentation Therapy- Zemaira; Fee: None; Contact Hours: 3.0; Contact: www.alphaone.org or call 877.228.7321

Depression Care Management; Fee: \$50; Contact Hours: 17.5 **A**

Diabetes Update; Fee: \$150; Contact Hours: 7.1 **A**

Hepatitis C Online Course; Free to View; Contact Hours: 17.75 **A**

Hepatitis Case Studies – Hepatitis A; Free to View; Contact Hours: 1.5 **A**

Hepatitis Case Studies – Hepatitis B; Free to View; Contact Hours: 7.0 **A**

Hepatitis Case Studies – Hepatitis C; Free to View; Contact Hours: 4.0 **A**

Hepatitis C — Special; Free to View; Contact Hours: 0.75 **A**

HIV/AIDS Implications for Nurses; Fee: \$95; Contact Hours: 9.0 **A**

Medical Spanish for Hospital Nurses; Contact Hours: 25 **B**

Medical Spanish for Office Nurses; Contact Hours: 25 **B**

Pharmacology — Prescribing Scheduled Drugs; Fee: \$195/175; Contact Hours: 10 **A**

Question, Persuade, Refer: Suicide Assessment Training for Nurses; Contact Hours 7.0; Fee: \$139; Contact: Carrie Holliday at WSU College of Nursing at holliday@wsu.edu

Wound Academy — Successful Wound Care: It Takes a Team; Fee: \$195; Contact Hours: 11.1 **A**

Wound Academy — Wound Assessment and Documentation; Fee: \$60; Contact Hours: 2.0 **A**

CONTACTS

A University of Washington School of Nursing
Continuing Nursing Education
Box 359440
Seattle, WA 98195
206.543.1047
cne@uw.edu
www.uwcne.org

B MedicalSpanish.com
Katheryn C. Fox, BSN, RN
KatieFoxRN@gmail.com
www.medicalspanish.com

Listings change frequently. For the most current list of WSNA-approved continuing nursing education courses, visit <http://www.wsna.org/calendar>.

DISTRICT 1
WHATCOM COUNTY

Brianna Bailey
Chelsea Crider
Jennifer Cromer
Lynzee Davis
Linzy Gaston
Steve Gray
Kathryn Gross
Owen Hall
Kymbre Hummel
Emily Humphreys
Sandeep Jassar
Jessica Jensen
Cameo Johnson
Samantha Koens
Kristi Kraft
Grant Larsen
Amy Logan
Melody McCants
Veronica Mergen
Shawnee Moreland
Yoshimasa Nakazato
Kelsey Nash
Freja Pelich
Taylour Phillips
Kaysha Savery
Kate Schuette
Lisa Scott
Kristen Stuart
Erin Suda
Sarah Thorpe
Stephanie Van Cleave
April Walker
Diana Weber
Brenna Whiteid

DISTRICT 2
KING COUNTY

Dena Abusrur
Julius Acebu
Niculina Adamovici
Jerley Afable
Laura Agnew
Samuel Alemu
Jennifer Allen
Jessica Allen
Mandie Allen
Kirsten Andersen
Shalyn Anderson
Arnold Andres
Jessica Arambul
Holly Arceneaux
Madison Arnold
Esther Aspre
Carol Ausband
Teresa Avalon
Michelle Ann Babino
Brittney Bacon
Jessica Bajema
Terra Barry
Audrey Basic
Lauren Baughn
Allison Beaman
Kathryn Beardsley
Jennifer Beatty
Kelly Beck
Laura Beck
Sewassew Berhane
Sarah Betts
Hannah Bieber
Lorena Bixler
Emnet Bizuneh
Jami Blackham
Bonnie Blood

Karli Bodine
Marion Bodle
Victoria Borgman
Colleen Boudreaux
Anna Boyd
Ashley Boyer
Katie Brack
Theresa Bradley
Joseph Bradlo
Gabrielle Braman
Jennifer Brenner
Sarah Breting
Alison Brooke
Richele Bueing
Deo Buenaventura
Danell Burke
Elizabeth Burson
Christine Byman
Natalie Cadavid
Isatou Cante
Shannon Carbon
Calise Cardenas
Nancy Carlyle
Melissa Carpenter
Natalie Cartal
Bai Cham
Alanna Chan
Elizabeth Church
Shelby Clark
Maria Clow
Erika Collins
Janelle Constantino
Emily Cooper
John Cramer
Karina Cueva
Sarah Curtis
Madeline Dahl
Tiana Dammann
Corinne Daniels
Alyssa Dario
Alicia Jane Davies
Danielle Davis
Nicole Davis
Kristen De Guzman
Janiece DeSocio
Sukhdeep Dhadwal
Christina DiFerdinando
Ethel Anne Grace Dionisio
Reyland Dizon
Paula Do
Brook Dodd
MacKenzie Dodds
Jingyi Dong
Princess Gladys Doronio
Sabrina Douglas
Andrea Ducharme
Katherin Dugan
Margaret Dunn
Rachel DuPree
Joshua Eigenhuis
Katerine Elvir Santos
Kaylin Emanuel
Brooke Englin
Meskerem Ereso
Erin Etkorn
Lauren Fabro
Suki Fasano
Alagi Faye
Josephine Fiame
Gillian Fisher
Emily Fletcher
Jasmine Florez
Elizabeth Fonda
Alexandra Forsyth
Lynn Frair
Marcia Frederick
Tessa Frederickson

Lauren Freeman
Leira Monique Gabucan
Stephene Gaitan
Erin Garaas
Melinda Garay
Anna Garrett
Edwin Gatata
Brianna Gebhardt
Ruta Gebru
Sean Gerber
Manju Ghimire
Mary Gibson
Elizabeth Gideon
Vlad Giuro
Brandon Glissmeyer
Julie-Ann Gloede
Randi Goddard
Brittany Goff
Saul Gomez
Sarah Goodrich
Jessica Gorder
Jacqueline Gray
Shannon Greenburg
Stephanie Groenig
Kari Gruenberg
Brianna Guevara
Andrey Gulchuk
Nicole Hall
Meridith Hollowell
Heather Haney
Yoko Hansen
Andrea Hanses
Kevin Hanson
Lindsay Harrigan
Sarah Harvey
Alexandra Hazard
Heather Held
Naoko Hendrickson
Allysa Henning
Patrick Heraghty
Maira Hernandez
Elizabeth Hertz-Wahl
Susan Hildebrandt
Wendy Hill
Erin Holland
Patricia Holtgeerts
Jack Hsu
Richard Hughes
Kristin Hunter
Devyn Huylar
Marissa Imbrie
David Jackson
Angela Jimenez
Jonathan Jimenez
Lansia Jipson
Holly Johnson
Shelby Johnson
Nicholas Jones
LouAngelo Jorge
Anna Jorgensen
Wafaa Kaini
Harkiran Kamoh
Michelle Kanzaki
Angie Kao
Grazyna Kapa
Kathy Kaplan
Sherry Karr
Amelia Kaune
Jennifer Keene
Alyssa Keith
Bliss Kelley
Katherine Kelly
Amy Kemp
Andrea Victoria Kim
Jeein Kinn
Shelby King
Alaura Kinnear

In Memoriam

Debbie Kleiven, RN

Debbie Kleiven, resident of the Sedro-Woolley area, died June 20, 2016, in her home after losing her battle to cancer, surrounded in love by her family.

Born April 26, 1958, to Duane and Ione (Kimbriel) Schlagel in Greeley, Colorado, Debbie received her education as an LPN in nursing and later received her RN. Nursing was the only field she ever had a passion for, and she was adored and respected by her colleagues, superiors and patients in Wyoming, Nevada and Washington.

She was a loving and nurturing wife to Loren Kleiven, and mother to her three children Eric, Joni and Cassie. Spending time with her grandchildren, Adrian, Gracelynn and Marissa, was the highlight of her day.

Debbie loved the Lord with all of her heart, and strived every day to show God's love to everyone she met. She loved to spend as much time as possible outdoors in nature or with her gardening.

Debbie is preceded in death by her father Duane Schlagel, and survived by her husband, Loren, her children, Eric (Claire) Eller, Joni (Josh) Cummings, Cassie (Tanner) Merritt, her mother, Ione Schlagel and brother, Loren (Susan) Schlagel.

S. Diane Petter, RN

S. Diane Petter, 74, of Kirkland, passed away July 10, 2016. She was born Dec. 12, 1941, in Ottawa, Ontario, Canada, the daughter of the late David and Gladys Croskery. Diane married Gordon Petter, Jr. on Aug. 1, 1964, in Seattle, Washington. Diane resided at Life Care Center of Kirkland for the past 14 plus years and was President of the Residence Council. She was a member of Kirkland Congregational Church for close to 40 years.

Diane graduated from Ottawa Civic Hospital School of Nursing in 1962. She was a nursing administrator at Seattle Children's Hospital starting in 1965 and finished working at Seattle Surgical Group in 1990. Diane enjoyed shopping, gourmet cooking and entertaining.

She is survived by her husband, Gordy; son, Erik Petter (Michele); daughter, Kelly Schmidt; three grandchildren, Savannah Schmidt and Michael and Adam Petter; sister, Ann Lee Stanbra (Brian), brothers, Blair (Judy) and Bill (Sarah); predeceased by her brother David (Zahida). ■

If you would like to submit an obituary to WSNA, you may do so by emailing newsletter@wsna.org.

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|-----------------------|-----------------------|-----------------------------|
| Danielle Knudtson | Christine Ojwang | Heather Sutter |
| Kimberly Koenig | Coral Olaveson | David Swale |
| Talia Kostal | Jessica Olsen | Erin Swan |
| Casey Krein | Esther Opersteny | Leigh Swatscheno |
| Irina Krutova | Shahida Osman | Jacqueline Swindell |
| Maria Celine Kuhlow | Alana Owens | Madeya Talmadge |
| Laura Mae Laguatan | Lisa Pagano | Krista Tatum |
| Katherine Lagucik | Edsel Paler | Jessica Taylor |
| Jenna Lakson | Mark Panahon | Audrey Temes |
| Gina Lam | Shawn-Marie Paris | Maria Teodoru |
| Jocelyn Lau | Rivi Stella Perez | Karen Thies |
| Tracy Le | Lorraine Perrin | Ashlea Thomas |
| Ashley Leary | Kari Petermann | Toni Thomas |
| Andrew LeBeau | Emma Petris | Treva Thomas |
| Hye Young Lee | Alexander Picazo | Christina Thompson |
| Yeun Mi Lee | Margaret Pierotti | Christopher Thorn |
| Senait Legese | Melissa Pollard | Analise Thornley |
| Tamara Lewis | Christine Postiglione | Hallie Thuenen |
| Wenny Lie | Hebie Prill | Katherine Thundercloud |
| Monita Lim | Karen Purkey | Cindy Tran |
| Huanyi Liu | Amy Quinn | Amanda Troise |
| Kelsea Lothamer | Stephanie Ralph | Kevin Truong |
| Samantha Lucas | Teodora Rapp | Akela Tubbs |
| Brandon Ludwig | Kristian Rasch | Sitthika Tularak |
| Susan Lund | Jody Rauch | Sitthika Tularak |
| Julie Lundstad | Lisa Reavis | Corinne Valencia |
| Shayla Ly | Marvin Recolizado | Sara Van Der Giessen |
| Laura MacGregor | Jennifer Recotta | Elizabeth Vanderhei-McMahon |
| Sarah Mackenzie | Rhonda Reddy | Heather Vargas-Lyon |
| Joann Magallanes | Krista Reid | Merrie Vieco |
| Vilmar Magday | Allison Richards | Angela Volz |
| Lisa Magnusson | Robert Richardson | Kirin Vreeland |
| Marcial Malate | Cassandra Riehm-Pazos | Shelby Wallace |
| Hannah Marinkovich | Elizabeth Ripplinger | Emily Walters |
| Katherine Marquiss | Jeanine Rogers | Charles Wang |
| Christopher Marshall | Marissa Romeri | Mallory Ward |
| Michael Marshall | Leah Rosenzweig | Melissa Warner |
| Kei Maruyama | Jennifer Runyan | Ashlyn Waters |
| Leah Matheson | Erin Russell | Kamiah Webster |
| Sarah Mathis | Amanda Ruud | Erin Weinbach |
| Timothy Mathis | Lindsay Ryan | Alyse Whitlock |
| Brienne Matthews | Anastasia Rylyakova | Pauline Whitney-Hille |
| Steve McCarthy | Sakura San Nicolas | Evan Whitson |
| Astri McCartney | Abigail Santacruz | Ashley Williams |
| Catherine McConnachie | Margaret Scales | Dylan Williamson |
| Ashley McCray | Dana Scharfenberg | Chloe Wilson |
| Maria McGlinchy | Samuel Scholl | Nicole Wimsatt |
| Rebecca McKinnon | Victoria Sek | Victoria Winn |
| Nicolette Mendoza | Linda Selner | Angela Wisely |
| Sarah Menenberg | Sara Shaw | Cari Witruk |
| Michael Merril | June Shenk | Aaron Wolfe |
| Hannah Michaelis | Leah Sheppard | Arnold Wong |
| Irene Millado-Barber | Erin Shingler | Kristen Wright-Simms |
| Hannah Miller | Kevin Shipe | Camille Wylie |
| Kimberly Miller | Ashley Shishido | Ashley Yost |
| Marina Miller | Kayla Shrout | Elise Zamora |
| Sophie Miller | Meghan Sirochman | |
| Sultan Mohamed | Catherine Skaftun | |
| Merrily Montanaro | Heather Skoog | |
| Erica Montgomery | Elena Smith | |
| Amanda Moreno | Hannah Smith | |
| Janis Morris | Jessica Smith | |
| Kaylin Morrison | Theresa Smith | |
| Trevor Mow | Denise Soka | |
| Cynthia Munoz-Flores | U-Sa Somboonnoo | |
| Moscrop | Savannah Sommer | |
| James Murphy | Zhenzhen Song | |
| Rachel Murray | Sarah Sorensen | |
| Kiley Nelson | Megan Sparks | |
| Tamichole Nelson | Rebecca Speiran | |
| Kathryn Newton | Tiffane Staley | |
| Lani Nguyen | Katherine Steelman | |
| Sara Nguyen | Alice Stenecker | |
| William Nguyen | Kimberly Stevenson | |
| Arielle Nienaber | Stephanie Stoll | |
| Mariah Oakes | Alissa Strauss | |
| Carolyn Odisho | Hsin-Yi Sung | |

DISTRICT 3 PIERCE COUNTY

- April Agnew
- Suzi Allan
- Gloria Almero
- Christa Angelotti
- Cassandra Arndt
- Margaret Asher
- Amy Bailey
- Kiersten Banica
- Jamie Banker
- Momodou Barry
- Hannah Becker
- Anne Bell
- Cameron Benner
- Sherie Lane Betita
- Teodoro Jose Boado
- Eric Boughner

Lauren Braaten
 Elizabeth Brown
 Macailla Bullion-Barden
 Jennifer Camara
 Colby Campbell
 Julia Carvalho
 Derek Catron
 Elizabeth Chaffee
 Virginia Chapman
 Eloisa Charles
 Yesenia Chavarin
 Esther Christy
 Jennifer Clark
 Mary Alice Clark
 Michael Clauson
 Danielle Marie Coloma
 Tess Cook
 Michael Cousins
 Amber Cox
 Melissa Czerwinski
 Kyle Davis
 Ikuko Day
 Megan Dooley
 Jesusa Dorr
 Elora Drake
 Mallory Dumais
 Jessica Dunks
 Erin East
 Naomi Emerson-Glade
 Christina Engle
 Jennifer Evans
 Sarah Farmer
 Alexandria Farmin
 Hayley Ferguson
 Kayla Ferguson
 Kristen Fiedler
 Shirlene Fletcher
 Angela Fraley
 Stephanie Frankson
 Shelby Gagnon
 Ghia Pearl Galang
 Joyce George
 Nadezhda Golub
 Mary Graham
 Amy Halom
 Hannah Heinz
 Lyndsay Henthorn
 Angela Hergert
 Leigh Heron
 Kylee Hill
 Traci Hirata
 Nicholas Hodgkiss
 Kourtney Holcmann
 Andrea Hoppenworth
 Danielle Hughes
 Lydia Husfelt
 Van Huynh
 Gary Ishida
 Lauren Jaynes
 Lynn Jodoin
 Beverly Johnson
 Christine Johnson
 Julie Jordan
 Danisha Judd
 Nateh Kamara
 Lisa Kenyon
 Annie-Charity Kihonge
 Myoung Sun Kim
 Tiffany Kim
 Kenneth Kirchner
 Katelyn Krick
 Nelya Kunitsa
 Karissa Kvam
 Zachariah Lemieux
 Melissa Lewis
 Mary Lockaby
 Casey Manson

Carly Manweiler
 Rowena Marcelo
 Autumn Marlowe
 Bryanne Marsh
 Teleatha Martin
 Andria Martinsons
 Janel Mason
 Magdalena Mathis
 Eric Mathison
 Emily Mauk
 Elizabeth May
 Tresa McCormick
 Michael McGhee
 Marisa McKelvey
 Joey Ivan Mendiola
 Betty Mendoza
 Carolyn Milander
 Fawn Miller
 Lauren Miller
 Linette Moore
 Shelby Morris
 Madison Mundt
 Thomas Murdock
 Allison Murphy
 Lisa Nausid
 Eunice Ngure
 Maryann Orr
 Maureen Paige
 Darren Paris
 Chul Park
 Dean Paul
 Brittany Paxton
 Psyche Petinglay
 Sarah Phillips
 Jaime Pingle
 Natalie Poirier
 Celia Priebe
 Amy Pritchard
 Ian Ric Pulido
 Ashley Quint
 Vishakha Ravisankar
 Shannon Regan
 Roselyn Reyna
 Amanda Richardson
 Kaylla Robison
 Russell Rose
 Anne Rowley
 Janet Runbeck
 Annalise Rutt
 Yumi Saclolo
 Samantha Sadler
 Natasha Salo
 Angelic San Agustin
 Katherine Sanborn
 Mary Schweiger
 Andrea Seely
 Jessica Shelden
 Tara Slusher
 Brandi Smith
 Ronald Smith
 Jessica Soejima
 Jade Spencer
 Bryanna Stowers
 Anna Kristina Swanson
 Margarita Tabudlong
 Yuliya Tabunscic
 Monica Takata
 Baby Nellie Tamayo
 Ryoko Tanaka
 Melissa Thande-Evans
 Kendall Theden
 Shelley Thomas
 Qian Tu
 Tetyana Usach
 Kristian Naell Valenzuela
 Anish Varghese
 Jill VerMurlen

Carmela Vibar
 Diana Villarreal
 Christine Wagner
 Rashida Wallace
 Peter Wanjiku
 Emily Watsek
 Shelley Wenz
 Jennica West
 Jennifer White
 Kathy White
 Ashley Whitson
 Jeremy Wildoner
 Andre Wilson
 Consilia Yeluma
 Nancy Yoder
 Susan Yumbia

DISTRICT 4
SPOKANE / ADAMS /
LINCOLN / PEND
OREILLE COUNTIES

Isabella Aldredge
 Heather Allen
 Kali Anderson
 Mae Bailey
 Cora Baldwin
 Cara Ball
 Kelsie Ball
 Laura Barajas
 Deanna Barrett
 Eugene Bates
 Kelly Baughman
 Latoya Bennett
 Stephny Besendorfer
 Erin Binder
 Haylee Brown
 Katrina Brown
 Michaela Brownell
 Kimberlee Buechner
 Elena Butov
 Rachel Cann
 Aleksandr Chaplygin
 Robert Cheney
 Hannah Coburn
 Cassidy Cockrell
 Delisa Cofield
 Krystal Colwill
 Brittany Connor
 Elisabeth Cope
 Bryan Cress
 Amy Cross
 Alyssa Daley
 Enid Daugherty
 Diana Dean
 Danielle Deich
 Barrie Devaney
 Lauren Diettert
 Kelsey Dutton
 Jennifer Ehrhart
 Bryce Fager
 Sarah Farley
 Marnae Ferrin
 Jody Fetke
 Flavia Ford
 Shelley Foster
 Stacy Fredrickson
 Marye Fuqua
 Melissa Gamman
 Sandra Gaudette
 Rhonda Geisbush
 Heather Geyer
 Kelsey Griffin
 Naaman Griffin
 Samantha Hainline
 Tia Hale
 Brianna Hallett

Claire Harris
 Kathleen Hartford
 Nicolette Harvey
 Abby Hatten
 David Haupt
 Jonathan Helm
 Mark Hempel
 Krista Hills
 Holly Hobson
 Emily Hodgson
 Ashley Howard
 Colleen Johnstn
 Whitney Jones
 Michael Kallsen
 Laura Keatts
 Amalia Kesti
 Crystal Kirkpatrick
 Jacob Kleinsmith
 Bethany Konen
 Emily Korotish
 Naomi Kraft
 Ariel Lagnion
 Julie Layugan
 May Lau Lee
 Yelena Leschinskiy
 Amberlynn Leschke
 Jordan Lindstrom
 Andie Livingston
 Jan Lundberg
 Irina Marshalkin
 Jessica Martin
 Amanda Mikelson
 Breanna Miller
 Sam Mobley
 Stacy O'Grady
 Kelsey Ochoa
 Pamela Orebaugh
 Heather Overton
 Jalee Palmer
 Rebecca Penders
 Jacqueline Phillips
 Victoria Phillips
 Allison Powell
 Nicole Presho
 Carolyn Prouty
 Clayton Pulver
 Ashley Purdy
 Teresa Radecki
 Crystal Rice
 Meredith Richards
 Brianna Ripley
 Jean Ripley
 Cory Risse
 Joseph Sammons
 Carl Schulz
 Timothy Shelton
 Anne Shepard
 Danna Silver
 Steven Simpson
 Amanda Skogen
 Brianna Smith
 Maybelle Smith
 Misti Smith
 Jean Stiegler
 Madronna Thayer
 Sara Thompson
 Davin Valenti
 Dena Van Ness
 Patricia VanAgtmal
 Ashley Vance
 Anna Vandecar
 Zoua Vang
 Christine Watson
 Trista Watson
 Heidi Wedekind
 Karly Weir
 Brianna Werhane

Olivia White
 Theresa Wiederhold
 Elizabeth Wilke
 Natasha Yearous
 Katelyn Yesiki
 Beata Zawadzka
 Melanie Ziegwied
 Ashley Zurcher

DISTRICT 6
YAKIMA CITY / NORTH YAKIMA

Diana Cariveau
 Trista Clayton
 Kinuyo Douwes
 Mary Hale
 Whitney Horton
 Janice Krug
 Sheryl Oursland

DISTRICT 7
CHELAN / DOUGLAS /
GRANT COUNTIES

Keri Baker
 Todd Dressler
 Oneida Duran
 Stacy Gray
 Laura Halle
 Kerry Hambly
 Kayla Hendricksen
 Katherine James
 Julee Lenderman
 Rachel Liebelt
 Dennis Moss
 Belinda Owens
 Taylor Palm
 Madeline Schatz
 Jeannette Thacker
 Hayley Williams
 Kayla Young

DISTRICT 8
GRAYS HARBOR

Stephanie O'Keefe
 Catrina Parker
 Rebecca Seltun

DISTRICT 9
SNOHOMISH COUNTY

Carrigail Abanes
 Ruth Bates
 Shelley Castellino
 Deborah Vickers

DISTRICT 10
WAHIAKUM / COWLITZ
COUNTIES

Jonica Beird
 Tricia Bobadilla
 Sarah Briggs
 Jennifer Chisnell
 Thomas Jacobs
 Jessica Sanata
 Tamara Wheeldon

DISTRICT 11
CLARK / SKAMANIA COUNTIES

Adrienne Adamson
 Devin Allen
 Kiana Atabaki
 David Athay

Jennifer Bailey
 Michelle Booth
 Catherine Brakorenko
 Emily Calabro
 Juliann Campanello
 Dustin Carlson
 Sofia Cartagena
 Caitlyn Cook
 Don Dailey
 Katherine DeRosier
 Tania Dhillon
 Laurie Finnern
 Jenny Fredrickson
 Joy Harris
 Maritza Hernandez
 Kathleen Imai
 Philip Jennings
 Jessie Johnston
 Robert Jones
 Rebecca Kirsch
 Tomoko Knudtson
 Aimee Lawson
 Jamien Leckey
 Kellie Mack
 Sophia Massey
 Branden Mayo
 Ginnifer Meeker
 Alisha Miller
 Janae Naron
 Hieu Nguyen
 Jaymie Perez
 Ryan Petker
 Randi Pratt
 Kathleen Rodgers
 Rebecca Rogissart
 Alison Sappenfield
 Oksana Slivkova
 Tabitha Smith
 Courtney Taft
 Vanessa Tsong
 Hannah Wagar
 Christopher Williams
 Tatyana Yudin

DISTRICT 13
THURSTON COUNTY

Michelle Chiu
 Stephanie Mitchell
 Sarah Poppe
 Adrienne Wasserman

DISTRICT 14
WHITMAN COUNTY

Bonnie Brown
 Fatemeh Degarmo
 Nancy Kimani
 Pamela Walton

DISTRICT 15
BENTON / FRANKLIN COUNTIES

Rebecca Bates
 Leimaris Birriel-Cruz
 Linda Bowe
 Jamie Boyce
 Tamera Brown
 Leah Bruhn
 Courtney Campbell
 Stephanie Carlson
 Cindy Cazares
 Nicole Claver
 Alexandra Dunningan
 Samantha Emerick
 Amy Fannin

If you are currently a member and have had a change in your employment situation...

Please complete a Change of Information Form or email your changes to membership@wsna.org. The Change of Information Form is available on the WSNA website under "Membership," or you can contact the WSNA Membership Department at 800.231.8482 or 206.575.7979 to request one.

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: Membership – Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle, WA 98188.

NOTICE OF WASHINGTON STATE NURSES ASSOCIATION POLICY REGARDING NONMEMBERS EMPLOYED UNDER UNION SECURITY AGREEMENTS

Federal and state labor laws recognize the right of unions in Washington to enter into collective bargaining agreements with employers that require employees, as a condition of employment, either to join the union (and thereby enjoy all of full rights and benefits of membership) or to pay fees to the union (and thereby satisfy a financial obligation to the union without enjoying the full rights and benefits of union membership). Regardless of the wording of the "union security" agreement, employees represented by the Washington State Nurses Association for purposes of collective bargaining and covered by a union security agreement are not required to become full members of WSNA, and are required only to choose either to be members of WSNA or pay fees to it. Employees who choose to become members of the Washington State Nurses Association pay WSNA dues and receive all of the rights and benefits of WSNA membership. Employees who either decline to become members of WSNA or who resign from WSNA membership may meet their union security obligation by payment of "agency fees" for representation.

WSNA has negotiated union security agreements, which have been ratified by the democratic vote of the affected employees and which require that all employees must either join the union or pay fees to the union, in order to ensure that each employee who is represented by WSNA pays a fair share of the cost of that representation. Such union security agreements strengthen WSNA's ability to represent employees effectively in collective bargaining, contract enforcement and grievance administration, while eliminating "free riders" who enjoy the benefits of a WSNA contract and representation without contributing their fair share of the union's expenses for negotiating, administering and enforcing the contract. Through the collective bargaining process, nurses represented by WSNA achieve higher wages, better benefits, fairness in the disciplinary procedure, and enhanced respect for their skills and professionalism. These improvements, won through collective bargaining, enhance the terms and conditions of working life for all employees, and allow them to better provide for themselves and their families.

Only WSNA members enjoy all of the full rights of WSNA membership. Only WSNA members have the right to attend local unit meetings and speak out on any and all issues affecting their workplace, WSNA and its members; the right to participate in the formulation of WSNA policies; the right to have input into WSNA bargaining goals and objectives, and to serve on WSNA negotiating committees; the right to nominate and vote for candidates for WSNA office, and to run as a candidate for WSNA office; the right to vote on contract ratification and strike authorization; the right to participate in the WSNA general assembly; and the right to participate in the American Nurses Association and the National Federation of Nurses.

Agency fee payers are non-members of WSNA who are employed under a union security agreement and fulfill their union security financial obligation to WSNA by payment of agency fees. Agency fee payers forfeit valuable rights and benefits of WSNA membership. Agency fee payers give up their rights to have input into the affairs of WSNA, the organization that represents them in dealings with their employer concerning wages, hours of work, health and retirement benefits, disciplinary matters, and other terms and conditions of employment. Any WSNA member who chooses to become an agency fee payer (and thereby forfeit his or her WSNA membership rights) may resign at any time from WSNA by submitting a written notice of resignation from WSNA membership, which becomes effective upon receipt by WSNA. All agency fee payers must submit to WSNA an Agency Fee Payer Application Form, which is available upon request from WSNA. Agency fee payers are required to pay fees equal to their share of WSNA costs germane to collective bargaining, contract administration and grievance adjustment. WSNA automatically reduces the fee charged to agency fee payers by the amount attributable to expenditures incurred for WSNA activities that are not related to its responsibilities as representative for purposes of collective bargaining. In our most recent accounting year, 8.22% of WSNA's total expenditures were spent on activities unrelated to collective bargaining representation. Any non-member who is financially obligated to WSNA under a union security agreement may inspect the audit report of WSNA expenditures at a reasonable time and place upon written request to WSNA. Any non-member who disagrees with the amount of the agency fee may file a written challenge, which must state the basis for the challenge. For any member who resigns his or her membership, such challenge must be received by WSNA during the 30 day period after the postmark of his or her written notice of resignation and change in status from full member to agency fee payer. For non-members, challenges must be received by WSNA within the 30 day period from the postmark of WSNA's annual written notice of the new calculation of agency fees that take effect on January 1 of each year. Such challenges shall be decided by an impartial arbitrator appointed by the American Arbitration Association pursuant to its Rules for Impartial Determination of Union Fees. Any challenge must be submitted to: WSNA, ATTN: Agency Fee Challenges, 575 Andover Park West, Suite 101, Seattle WA 98188. Any other notice required under this policy must be submitted in writing to WSNA, ATTN: Membership, 575 Andover Park West, Suite 101, Seattle, WA 98188, and is effective upon receipt by WSNA. It is recommended that any notice required under this policy be sent by certified mail, but certified mail is not required for any such notice.

Taylor Frakes
Amanda Gagnon
David Garcia
Julisa Gonzalez
Andrew Greenwalt
Emily Hamilton
Rachelle Hansen
Krystal Harris
Helen Hatch
Lonnie Herbrandson
Nicole Hoerner
Carol Hurd
Vanessa Jeletic
Anthony Jones
Shalee Kimball
Brandon King
Ashley Marsolek
Melissa Milanez
Sheri Nielson
Cassie Oltman
Alice Phongsna
Christopher Platt
Alexandria Riojas
Brandy Shafer
Karolina Shvets
Anica Silva
Sarah Simons
Kennedy Taylor
Shelley Topham
Lori Trump
Kelsey Warren
Jadie Wick
Jacqueline Young
Angelica Yzaguirre

DISTRICT 16 SKAGIT / ISLAND / SAN JUAN COUNTIES

Abigail Aubert
Morgan Barragan
Juliana Barricelli
Merilee Bennett
Karla Bourgeois
Abigail Britanyak
Claire Burwash
Ann Buzaitis
Annemarie Cain
Amelia Clark
Diana Collette
Adrienne Colson
Janet Craig
Rachel Daly
Hanna DeBauge
Chanetta Devore
Lisa Dexter
Karen Egtvedt
Michael Gentry
Alexandra Gerber
Jeanine Gessner
Helen Hall
Kelly Harvill
Bennett Holz
Jason Holz
Christie Howard
Alyssa Hughes
Robert Johnson
Jeffrey Kelling
Debra Kruse
Carleigh Laakso
Karen Lipstein
Taylor Little
Cheryl McDanold
Mary Meek
Neil Patrick Milan
Monique Newman
Melissa Nordlie

Rizza Olalia
Katherine Panich Edson
Heather Pratt
Laura Renninger
Ty Schallenberger
Kathleen Scherer
Janet Schlenkerman
Tina Schmidt
Lee Sirm-Williams
Stephene Swift
Sally Tamblin
Donna VanGrimbergen
Jennifer Vasileff
Christina Walsh

DISTRICT 17 KITSAP COUNTY

Claire Butler
Mercedes Cousland
Melinda Hamilton
Melissa Nagel

DISTRICT 18 KITITITAS COUNTY

Stephanie Berry

DISTRICT 98 ALL OTHER COUNTIES

Kristin Baldwin
Sara Kindelspire
Sarah Patterson
Anne Woldrich



**WASHINGTON
STATE NURSES
CONVENTION**

Creating a culture of safety

**Taking
responsibility
together**

May 3-5, 2017 • Tulalip, WA

Connect · Renew your passion · Learn

Washington's only statewide convention dedicated exclusively to registered nurses and the issues we face.

In 2017, we'll dive deep into one of the top issues for registered nurses today: Creating a culture of safety.

Also featuring training and workshops worth 15+ CNEs to keep you up to date with the latest, enhance your skills and unlock opportunities.

Who comes to Convention?



The varied speakers were great, and being able to see that the issues that we deal with in our facilities are the same, statewide, was a high point. – 2015 attendee

Convention Registration

Featuring

Speakers

Jane Barnsteiner

Joanne Disch

Margaret C. Holm

Pam Cipriano

Leah Curtin

and more...

Topics

Workplace violence

Moral distress

More to be announced...

Breakout sessions

The states: Staffing committees and their effectiveness

Panel: When nurses serve on boards and in the legislature, we all win

Applying performance measures in the workplace setting

Name _____ Credentials _____

Address _____

City _____ State _____ Zip _____ Phone Number _____

Employer _____ Personal Email Address _____

REGISTRATION TYPE

Member*

- \$350 Full Convention** (Early Bird)
- \$400 Full Convention** (After Mar. 1)
- \$175 Wednesday Only
- \$175 Thursday Only
- \$175 Friday Only

Non member

- \$450 Full Convention** (Early Bird)
- \$500 Full Convention** (After Mar. 1)
- \$200 Wednesday Only
- \$200 Thursday Only
- \$200 Friday Only

Retired

- \$150 Full Convention**
- \$75 Wednesday Only
- \$75 Thursday Only
- \$75 Friday Only

Student

- \$150 Full Convention**
- \$50 Wednesday Only
- \$50 Thursday Only
- \$50 Friday Only

School _____

- \$50 Awards Banquet** (If not already attending the Convention on Thursday)

* **WSNA Members:** check with your district or local unit officers to see if financial support may be available.

BREAKOUT SESSIONS (IF ATTENDING FRIDAY)

Friday attendees only. Select one option for each session.

Session 1

- Staffing Committees
- Panel: When Nurses Serve
- Performance Measures
- TBA

Session 2

- Staffing Committees
- Panel: When Nurses Serve
- Performance Measures
- TBA

_____ **Total Fees** (Registration fees for the Convention do not include the cost of lodging.)

PAYMENT

- Visa / MasterCard
- Check Enclosed (Payable to WSNA)

Card Number _____ Exp. Date _____

Cardholder Name _____ Cardholder Signature _____

Return by mail

WSNA
575 Andover Park West, Suite 101
Seattle, WA 98188

Submit by fax

206.575.1908

Or register online

<http://www.rnconvention.com>

FIND OUT MORE / REGISTER:

RNConvention.com

Detach here

AWARDS, POSTER SESSIONS AND ELECTIONS

The 2017 Washington State Nurses Convention and General Assembly will be held May 3-5, 2017, at the Tulalip Resort and Conference Center, located at 10200 Quil Ceda Boulevard, Tulalip, WA 98271. The WSNA General Assembly business session, Keynotes and WSNA Recognition Awards events will be held on Thursday, May 4, and additional Continuing Education sessions will be held on Wednesday, May 3, and Friday, May 5. The Nursing Students of Washington State (NSWS) Annual Convention will be held May 6 at the same location.

Nominations for Awards

The WSNA Awards Committee and the Professional Nursing and Health Care Council are seeking outstanding WSNA members as nominees for the **2017 WSNA Recognition Awards. Nominations must be received at WSNA no later than Jan. 16, 2017.**

The awardees will be notified in March 2017. The awards, given every two years, will be presented at a special awards reception at the 2017 Washington State Nurses Convention on May 4, 2017.

Nominations must be accompanied with a narrative from the nominator, listing the nominee's credentials and achievements, and a copy of the nominee's curriculum vitae / resume.

WSNA Awards

Honorary Recognition Award

May be conferred at any Convention upon persons who have rendered distinguished service or valuable assistance to the nursing profession, the name or names having been recommended by the Board of Directors. Honorary Recognition shall not be conferred on more than two persons at any Convention.

NURSE CANDIDATE

1. A WSNA member who has actively contributed by having:
 - a. held elected state, district or local unit office
 - b. served as appointed chairholder at the state, district or local unit level
2. Has made significant contributions to:
 - a. the state or district association or local unit
 - b. the professional practice of nursing
3. Has been a consumer advocate and/or interpreted the role of nursing to consumers

LAY CANDIDATE

Has demonstrated interest in professional nursing by:

1. contributing in a concrete way to its growth and development
2. promoting better understanding of professional nursing in the community

Marguerite Cobb Public Health / Community Health Nurse Award

Recognizes the outstanding professional contributions of one public health or community health nurse and calls this achievement to the attention of members of the profession as well as the general public.

1. Must be a current WSNA member or have been a WSNA member during the years of service for which this award is given
2. Must have made a significant contribution to the field of public or community health nursing
3. Must have expertise in professional and technical performance

4. Must have shown leadership in the field of public or community health nursing
5. Must have participated in the Washington State Nurses Association

Joanna Boatman Staff Nurse Leadership Award

Established in 1995 in recognition of Joanna Boatman's significant contributions to the advancement of staff nurses and her achievements in improving the economic and general welfare of nurses in the State of Washington.

1. Must have a Washington State RN License
2. Must have been a WSNA member for at least one year
3. Must currently be employed as a staff nurse
4. Must have made a significant contribution to the advancement of staff nurses or in the Economic and General Welfare area of nursing (contributions may be at the local or state level)

ANA Honorary Membership Pin

Presented to a WSNA member or members in recognition of outstanding leadership, as well as participation in and contributions to the purposes of WSNA and ANA.

1. Must hold current WSNA membership
2. Must have held elective state, national or district office
3. Must have served as an appointed chairperson of a state, district or national committee
4. Must have demonstrated outstanding leadership that contributed to the purposes of the WSNA, District or ANA

Community Partner Award

Recognizes a community and/or consumer partner who has contributed significantly to promoting health and a positive image of nurses and the nursing profession in the community.

*Professional Nursing and Health Care Council Awards***Best Practice Award**

Presented to an individual, recognizing best practice in the daily care of patients / clients.

1. Must be a current WSNA member
2. Must have identified a problem or issue and utilized strategies to solve the problem
3. Nominee must have utilized resources (i.e. people, literature, equipment) to solve the problem

Nurse Leadership and Management Award

Presented to an individual, recognizing excellence in nursing leadership and management.

1. Must be a current WSNA member
2. Must facilitate excellence in clinical practice and promote the professional development of nurses
3. Must demonstrate progressive leadership and management practice
4. Must foster a care environment that promotes creativity and enhances quality of care for clients and/or communities

Nurse Educator Award

Presented to an individual, recognizing excellence in nursing education.

1. Must be a current WSNA member
2. Must demonstrate excellence in nursing education
3. Must promote the professional education of nursing students and/or nurses
4. Must foster an educational environment that promotes learning

Ethics and Human Rights Award

Presented to an individual, recognizing excellence in ethics and human rights.

1. Must be a current WSNA member
2. Must have demonstrated exceptional activities supporting major ethical and human rights issues in Washington state
3. Must have worked within the community to influence the community and must also have support from the people in the community

Nurse Researcher Award

*Presented to an individual or a group, recognizing excellence in nursing research that addresses practice issues. The awardee(s) may be asked to present the research in a poster or presentation at the Washington State Nurses Convention, and/or to write a brief summary of the work for *The Washington Nurse*.*

1. Nominee must be a current WSNA member (if the nominee is a group or team, at least one member of the group must be a WSNA member)
2. Research conducted by the nominee must have taken place in a practice setting and must have direct practice implications
3. Nominee must have demonstrated sound research procedures including the protection of human subjects

Call for Poster Sessions

WSNA invites you to submit a poster abstract for presentation at the Biennial Nursing Convention to be held May 3-5, 2017, at the Tulalip Resort and Convention Center. WSNA is the leading voice and advocate for nurses in Washington, providing representation and training that allow nurses to reach their full professional potential and focus on caring for patients.

As the state's premier professional nursing organization, we seek to advance nursing knowledge by providing and promoting access to evidence-based research and practice developments. To this end, we invite those who have conducted research relevant to all spheres of nursing practice to share their findings in a poster presentation at the conference. The conference will feature the theme "Creating a culture of safety: Taking responsibility together" by sharing the latest advances in research, practice, technology and health care delivery, and it offers three full days of learning opportunities and collaborative exchange in a beautiful setting.

General Poster Abstract Information

WSNA members and nonmembers may submit a poster abstract using the online system.

The process is fully automated and easy to follow. Each poster abstract is submitted individually.

Accepted research poster abstracts will be published online at <http://www.rnconvention.com>.

General Poster Abstract Criteria

Poster abstract content must support WSNA's priority agenda topics such as evidence-based practice, leadership, research, ethics, public policy and advanced practice.

All research, evidence-based solutions and best practice poster abstracts must have been completed with documented outcomes prior to online submission.

Poster abstracts will not be edited for content.

1. Purpose — What was the intent or goal of the study? What did you want to learn? (limit 500 characters, including spaces)
2. Background/Significance — What was the problem and why was it important? What knowledge are you building on? (limit 500 characters, including spaces)
3. Method — What was the design? What was the sample? What instruments were used? How was data collected and analyzed? (limit 700 characters, including spaces)
4. Results — What were the findings? (limit 700 characters, including spaces)
5. Conclusions — What do the findings mean? (limit 500 characters, including spaces)

Send your awards nominations to:

Attn: Awards Nominations
WSNA
575 Andover Park West, Suite 101
Seattle, WA 98188

Submit your poster abstract online at www.rnconvention.com.

Nominations for WSNA Elected Offices

The WSNA and Economic & General Welfare Nominations / Search Committees are seeking nominations for elected offices. Elections will occur by mail ballot following the close of the WSNA General Assembly on May 4, 2017. Each candidate for office must complete a "Consent to Serve" form and a short, written Candidate statement. All members in good standing are eligible for office. However, only those members represented for collective bargaining by WSNA and who meet the WSNA Bylaws definition of Staff Nurse may be candidates for the following offices:

- Cabinet on Economic and General Welfare;
- Economic and General Welfare Nominating/Search Committee;
- Delegates and Alternates to the 2018 AFT convention;
- Delegates and Alternates to the 2019 NFN National Federation Assembly; and
- 2018-2021 WSNA NFN Director position on the NFN National Executive Board.

Deadline for receipt of nominations at WSNA Headquarters is Nov. 30, 2016. The slate of candidates will be printed in the Winter issue of "The Washington Nurse".

Although members may declare their own candidacy by submitting a Consent to Serve form to the WSNA Secretary no later than 60 days prior to the first meeting of the General Assembly (March 4, 2017) or by being nominated from the floor at the General Assembly (May 4, 2017), this will be too late for printing in the Winter Issue of "The Washington Nurse." The names of candidates, regardless of method of nomination, will appear on the mailed election ballot, and write-in candidates are allowed. Completed "Consent to Serve" forms are to be mailed to: Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle WA 98188.

— *The following offices are open to candidates. Except as noted, all are two-year terms.* —

Board of Directors

11 members

- President (1)
- Vice President (1)
- Secretary/Treasurer (1)
- Directors At-Large (3)
- Directors At-Large Staff Nurse (2)
- *Chair of the Cabinet on Economic & General Welfare (1)**
- *Chair of the Legislative & Health Policy Council (1)**
- *Chair of the Professional Nursing & Health Care Council (1)**

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

WSNA Nominations / Search Committee

6 members (4 to be elected / 2 to be appointed. Candidate receiving highest number of votes serves as Chair.)

Cabinet on Economic & General Welfare*

10 members (All elected)

- Chair (1)
- Vice Chair (1)
- Secretary/Treasurer (1)
- Members (7)

Economic & General Welfare Nominating / Search Committee

3 members (All elected. Candidate receiving highest number of votes serves as Chair.)

Legislative & Health Policy Council

7 members (4 to be elected / 3 to be appointed)

- Chair (1)
- Members (3)

Professional Nursing & Health Care Council*

11 members (7 to be elected / 4 appointed)

- Chair (1)
- Members (6)

ANA Membership Assembly

1 delegate to be elected to serve as the WSNA Representative to the 2018 ANA Membership Assembly.

Note: In 2012, ANA changed its governing body from a House of Delegates to a Membership Assembly made up of 2 representatives from each constituent/state association, with a weighted vote based on the ANA C/SNA membership apportionment policy. The WSNA Bylaws provide that, when elected, the WSNA President will also serve as one of WSNA's two official voting representatives to the ANA Membership Assembly.

NFN National Federation Assembly

6 members to be elected as WSNA Delegates to the 2019 NFN National Labor Assembly. (Must be member of a WSNA Bargaining Unit at the time of election and throughout the term to office.)

NFN National Executive Board (NEB)

1 member to be elected to a four-year term (January 2018 – December 2021) to the WSNA Director position on the National Executive Board (NEB) of the National Federation of Nurses. (Must be a member of a WSNA Bargaining Unit at the time of election and throughout the term of office.)

AFT Convention

25 members to be elected as Delegates to the 2018 AFT Convention. (Must be member of a WSNA Bargaining Unit at the time of election and throughout the term to office.)

*Please see WSNA bylaws for additional eligibility requirements. Visit www.wsna.org/about/bylaws.

For more information or to request a "Consent to Serve" form, contact Darlene Delgado at 206.575.7979, ext. 3030 or by e-mail at dldelgado@wsna.org, or go to www.wsna.org.

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- **Coming Home: Nursing Care for Veterans with PTSD**
- **Continuing Competency**
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- **Domestic Minor Sex Trafficking: Vulnerable Children**
- **Eliminating Healthcare Associated MRSA, CLABSI and Respiratory Virus Infections**
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- **Grassroots Political and Legislative Action**
- **Guidelines for the Registered Nurse in Giving, Accepting, or Rejecting an Assignment**
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- **Health Reform: Fact vs. Fiction - Your Health, Practice, Paycheck**
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- **Practical De-escalation Techniques for Nurses**
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- **Violence in the Workplace**
- **Washington State Nurse Practice Act for RNs**
- *More on the way!*

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