Creating a culture of safety

Taking responsibility together

2017 Washington State Nurses Convention
EVENT DETAILS:

Join the Seattle Mariners in thanking nurses for all their hard work and attending Nurse Appreciation Night at Safeco Field. Enjoy special discounted seating through this special offer.

PRICING:

- $27 View Level
- $34 Main Level

Deadline: Friday, May 19 – 5:00 p.m.

To buy tickets or for more information, please visit: Mariners.com/Nurses and enter the promo code: NURSES
To order 20 or more tickets contact: Elizabeth McCloskey at (206)-346-4519
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WSNA elections
Call for appointments
Biennial reports
Awards

SPRING 2017

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LETTER FROM THE PRESIDENT

As you know, last fall Judy Huntington, MN, RN announced her plans to retire from her position as WSNA’s Executive Director. Following a national search, the Board of Directors selected Sally Watkins, PhD, MS, RN to lead WSNA into the future. Sally began moving into that new role in late March, and we are very pleased and excited to have Sally in that position. Judy will be readily available, as needed, to assist Sally in the transition.

I would like to take a minute to thank Judy Huntington for her strong executive leadership and her huge nursing heart. As Executive Director, she has led this organization for almost 19 years. Judy has represented the interests of our members and the values of WSNA extremely well. Her organizational knowledge and expertise will be missed.

Under Judy’s strong leadership, WSNA has grown in numbers, strength and influence. She has built strong relationships with the health care leaders in our state and in our country, and because of this, WSNA is seen as a trusted nursing voice in a growing number of nursing and health policy arenas. As the Executive Director of WSNA, Judy has been central to achieving so many milestones for health care in Washington, from the creation of Washington’s Basic Health Plan, to implementation of the Affordable Care Act, to promoting and implementing the Institute of Medicine/Robert Wood Johnson Foundation’s “Future of Nursing” recommendations.

Nursing’s ability to provide safe care in a safe environment is at the heart of all of Judy’s tireless efforts. Stay tuned for your invitation to honor Judy at an event being planned for early August.

I have been extremely fortunate to call her my colleague, my mentor and my friend.

Thank you Judy. Well done!

Jan Bussert, BSN, RN
WSNA President
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 healthcare 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 State Federation Presidents conference
- 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 Nursing Practice Network conference calls
- ARNP United of Washington State
- Bellevue College Nursing Advisory Board
- Children's Alliance
- Clark Community College Allied Advisory Board
- Collaborative on Health and the Environment (CHE-WA)
- DOH Healthcare Associated Infections Advisory Committee
- DOH Midwifery Advisory Committee
- Department of Labor and Industries (L&I) rulemaking on prescheduled on-call administrative policy
- 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)
- 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 (NCQCAC)
- Nursing Students of Washington State (NSWS) Board meetings
- Pierce County Labor Council 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
- State of Reform Health Policy Conference
- 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 Authority
- Washington Patient Safety Coalition Steering Committee
- Washington State Board of Community and Technical Colleges
- Washington State Labor Council Executive Board (WSLC)
- Washington State Labor Education & Research Center Advisory Committee
- WSLC Legislative Labor Caucus
- WSLC Political Committee
- Washington State Public Health Association Board meeting
- Washington Toxics Coalition

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

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.

WSNF Board of Trustees (2015-2017)

- Timothy Davis, MN, RN, President
- Jennifer Graves, MS, RN, Vice President
- Sonya Miller, BSN, RN, Trustee
- Evelyn Street, RN, CNOR, Trustee
- Verlee Sutherlin, MEd, MSN, RN, Secretary-Treasurer
- Patricia Tobis, MN, RN, CCM, Trustee
- Judy Turner, RN, Trustee
- Ann Whitley, BSN, RN, CCRN-CSC, Trustee

If you would like to target your donation to a specific fund, select from the following:

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

On March 1, The Joint Commission released a Sentinel Event Alert titled, “The essential role of leadership in developing a safety culture.”

The alert emphasizes that in health care, leadership’s failure to create an effective safety culture is a contributing factor to many types of adverse events such as wrong-site surgery and delays in treatment. Competent and thoughtful leaders, the alert says, look to systemic flaws in the system and contribute to improving the culture of safety.

“A strong safety culture begins with leadership; their behaviors and actions set the bar,” said Ana Pujols McKee, MD, executive vice president and chief medical officer of The Joint Commission in a press release. “Establishing and improving safety culture is just as critical as the time and resources devoted to revenue and financial stability, system integration and productivity — because a lack of safety culture can have serious consequences for patients, staff and other stakeholders.”

Ways inadequate leadership can contribute to adverse events include insufficient support of patient safety event reporting, lack of feedback or response to staff and others who report safety vulnerabilities, allowing intimidation of staff who report events, refusing to consistently prioritize and implement safety recommendations, and not addressing staff burnout.

Sentinel Event Alerts are published periodically by The Joint Commission for healthcare professionals. The alerts identify specific types of sentinel and adverse events and high-risk conditions, describes their common underlying causes, and recommends steps to reduce risk and prevent future occurrences.

Read the full alert at jointcommission.org/sea_issue_57

11 Tenets of a Safety Culture

**Definition of Safety Culture**

Safety culture is the sum of what an organization is and does in the pursuit of safety. The Patient Safety Systems (PS) chapter of The Joint Commission accreditation manuals defines safety culture as the product of individual and group beliefs, values, attitudes, perceptions, competencies, and patterns of behavior that determine the organization’s commitment to quality and patient safety.

1. **Apply a transparent, nonpunitive approach to reporting and learning from adverse events, close calls and unsafe conditions.**

2. **Use clear, just, and transparent risk-based processes for recognizing and distinguishing human errors and system errors from unsafe, blameworthy actions.**

3. **CEOs and all leaders adopt and model appropriate behaviors and champion efforts to eradicate intimidating behaviors.**

4. **Policies support safety culture and the reporting of adverse events, close calls and unsafe conditions. These policies are enforced and communicated to all team members.**

5. **Recognize care team members who report adverse events and close calls, who identify unsafe conditions, or who have good suggestions for safety improvements. Share these “free lessons” with all team members (i.e., feedback loop).**

6. **Determine an organizational baseline measure on safety culture performance using a validated tool.**

7. **Analyze safety culture survey results from across the organization to find opportunities for quality and safety improvement.**

8. **Use information from safety assessments and/or surveys to develop and implement unit-based quality and safety improvement initiatives designed to improve the culture of safety.**

9. **Embed safety culture team training into quality improvement projects and organizational processes to strengthen safety systems.**

10. **Proactively assess system strengths and vulnerabilities, and prioritize them for enhancement or improvement.**

11. **Repeat organizational assessment of safety culture every 18 to 24 months to review progress and sustain improvement.**
ANA position statement opposes capital punishment

In February, the American Nurses Association released a new position statement opposing both capital punishment and nurses’ participation in capital punishment. In its release, ANA stated that, “This new position is particularly relevant given the nomination of Judge Neil Gorsuch to the Supreme Court of the United States, who, if approved, will likely tip the court in favor of capital punishment.”

The ANA has long been opposed to nurse participation in executions, either directly or indirectly, as it is contrary to the fundamental goals and ethical traditions of the nursing profession. “The American Nurses Association is gravely concerned with the human rights of individuals facing execution,” said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN. “Capital punishment is a human rights violation, and ANA is proud to stand in strong opposition to the death penalty.”

ANA’s Center for Ethics and Human Rights Advisory Board reviewed and unanimously approved the position statement. The statement was presented to the public for a 30-day comment period and subsequently approved by the ANA Board of Directors in December 2016.

Read the full position statement at nursingworld.org/CapitalPunishmentNursesRole-PositionStatement.

Helping patients with challenging chronic pain problems

Washington is experiencing an opioid crisis. To help address this crisis, UW Medicine and the Washington State Health Care Authority have partnered to offer two free services to assist community-practice providers with managing patients with challenging chronic pain problems.

The UW Medicine Pain and Opioid Consult Hotline for Clinicians for “just in time” advice. This hotline is available for the clinician in the exam room, or in the office just prior to seeing a patient with complex chronic pain problems, especially involving opioid management. Pain pharmacists and physicians are available to offer advice on guideline adherence, drug-drug interactions and risks, approach to dose taper, and, when needed, suggested referral resources for more help.

Number: 1-844-520-PAIN (7246)
Hours: 8:30 a.m. to 4:30 p.m., Monday through Friday

UW TelePain for in-depth multidisciplinary “educational” consultation. These weekly audio-video-based conferences offer case presentations from community clinicians and interactive consultations for providers with a multi-disciplinary panel of specialists. Cases are usually scheduled for discussion within days or for the following week. Learn more about the sessions at http://depts.washington.edu/anesth/care/pain/telepain

Nurses Week is coming!

Nurses Week is May 6-12. The American Nurses Association’s theme this year is “Nursing: the Balance of Mind, Body and Spirit.” As nurses, you give so much commitment, compassion and care to your patients, it can be hard to take care of yourself.

Let us know how you’re celebrating Nurses Week this year. Send your photos to newsletter@wsna.org and we’ll post them to our Facebook page!
Throughout the legislative session, WSNA members and staff have been in Olympia, tracking our priorities, testifying on bills, holding the largest lobby day in the state Capitol, learning how to be effective advocates, working in coalitions and talking directly to legislators and the governor’s office. We have shared weekly email updates on the progress of our priorities in the state Legislature, and we have accomplished a lot. As this issue goes to press, the legislative session has not yet come to an end. Look for a detailed report on how our bills and budget items fared in the summer issue of The Washington Nurse.

Advocacy Camp
On Jan. 12, WSNA held our best-attended Advocacy Camp ever, with more than 100 in attendance. Campers received training about how to effectively advocate in Olympia; they then had an opportunity to put their skills into practice at our annual Legislator Reception.

Testifying on Bills
WSNA members, the WSNA President and WSNA staff have testified on bills in Olympia this year, and we know their voices made a difference. Testimony in Olympia has included:

• On Jan. 30, Kaila Tang, a nurse with Public Health – Seattle & King County, provided testimony to the Senate Commerce, Labor, and Sports Committee on SB 5032. This bill would establish a family and medical leave insurance program. Kaila shared her personal story about why paid family leave is important to workers in Washington state.

• On Feb. 7, Danielle O’Toole, an ICU nurse at Tacoma General Hospital, testified in support of House Bills 1714 and 1715 on nurse staffing and rest breaks. Her first-hand experiences with stretched staffing offered a compelling case for the bills.

• WSNA President Jan Bussert also testified several times in support of priority bills for WSNA, including on the governor’s budget early in the session. She also testified against proposed Right to Work legislation, SB 5692, in the Senate – WSNA was in good company on that issue, as more than 1,000 people signed in opposition to that bill.
Nurse Legislative Day 2017
WSNA’s annual day of action in Olympia, held Feb. 13, drew more than 600 nurses and nursing students to the state Capitol. Governor Jay Inslee gave the keynote address, and attendees learned how to be effective advocates on WSNA’s priority issues, including nurse staffing and rest breaks bills, public health funding, the health profession loan repayment and scholarship program, and school nurse supervision.

The nurses and students then headed for the Capitol Campus, where they met in small groups with legislators and their aides at 122 appointments set up by WSNA. It was an inspiring day of advocacy for health care and the nursing profession.

At Nurse Legislative Day, we launched our postcard campaigns on funding for public health and preserving the gains Washington realized under the Affordable Care Act. In all, nurses filled out more than 1,000 postcards.
WSNA and ‘Public Health is Essential’ campaign

Public health is essential — and WSNA is helping to lead the new campaign to make sure both the public and the Legislature know just how critical public health services are to the health of our families, our communities and our economy.

WSNA has made public health funding a priority for many years. Since the repeal of the state’s Motor Vehicle Excise Tax in 2000, Washington’s public health system has not had a dedicated and consistent funding source. Inflation and recession-era budget cuts, combined with more than 1 million new residents, have eroded our public health system, even as the complexity of diseases has increased.

WSNA and our partners in the Public Health is Essential campaign are asking the Legislature to make a down payment of $60 million in new funding for our state’s public health system to begin filling the most critical service gaps.

The Public Health is Essential campaign is being run by the Public Health Roundtable, a coalition of other unions, health organizations, public health agencies and community partners who promote the important work of our state’s public health system. Nearly 20 years ago, WSNA was a founding member of the Roundtable and is now playing a leadership role in the campaign. Here are some of the recent campaign activities in which WSNA has played a major role:

**TV Town Hall Meetings:** Many months of planning went into the two TV Town Hall meetings that aired in mid-February on KOMO-TV and in Spanish on KUNS. Secretary of Health John Wiesman and WSNA member Patty Hayes, RN, MN, director of Public Health – Seattle & King County, were featured speakers, as was Dr. Ben Danielson, a pediatrician with Seattle Children’s and a member of the King County Board of Health. You can watch the TV Town Hall that aired on KOMO-TV at komonews.com/town-hall-events.

**Public Health Legislative Education Day:** WSNA was one of a number of sponsors of Public Health Legislative Education Day, held in Olympia on March 1. This day, organized by the Washington State Public Health Association, is an opportunity to educate legislators on the work that public health nurses and employees do in service to their communities.

**Member Trainings at Local Public Health Agencies:** WSNA has teamed up with other unions to hold a series of member trainings on the Public Health is Essential campaign and outreach to legislators at local public health departments around the state. Jennifer Muhm, WSNA Government Relations Director, presented at the Benton-Franklin Public Health Department Training in January and at the Snohomish Health District in February. A training at the Whatcom Public Health Department is planned for March 28.

Additionally, WSNA has testified on the importance of public health funding in legislative budget hearings and has asked members to take action on this issue through several email action alerts. WSNA members have sent in hundreds of postcards to their legislators asking for new funding for public health.

You can learn more about the Public Health is Essential campaign at PublicHealthIsEssential.org.
WSU Nursing student Abel Saba’s goal: to establish a health clinic in his homeland of Burkina Faso

By Addy Hatch  
Director of Outreach & Communications, WSU College of Nursing

This article is reprinted with permission of the Washington State University College of Nursing.

Washington State University nursing student Abel Saba grew up in Burkina Faso, a West African country with one of the world’s lowest adult literacy rates.

“Going to school was a privilege for me,” said Saba, the son of a pastor and the oldest of six siblings.

He wanted to give other children the same privilege, so at 18, he founded Findawende, or Praise God, a primary school in the outskirts of the capital city. He hauled and sold water to raise money for the school and helped build the first schoolhouse.

Fast-forward a decade, over the long and difficult path Saba took to the WSU College of Nursing, and his goal remains the same: to help his native country, this time by establishing a health care center next to the school.

“Abel is a very compassionate man,” said one of his WSU instructors, Susan McFadden. “He has a very gentle spirit, but a directed purpose.”

He graduates with a Bachelor of Science in nursing in May, then intends to go directly into the College of Nursing’s Doctor of Nursing Practice (DNP) Family Nurse Practitioner program.

Saba, 36, calls the United States “one of the only places where your dreams can come true.”

He arrived on a visa in 2009 and worked in entry-level service jobs, but still managed to send money home to help support his school. “One year I was able to sleep at work,” he noted, which enabled him to save and send even more money.

Though fluent in French and in a regional language, Moore, he had to learn English when he arrived in the U.S. Then he became a certified nursing assistant and worked overnight shifts so he could attend classes for his nursing prerequisites during the day.

Accepted at the WSU College of Nursing, he arrived in the fall of 2015 and was joined by his wife from Burkina Faso that year. The couple now have an infant son.

Saba said the WSU nursing community has helped him immensely during his time in Spokane. “The instructors and staff will do the best for you to succeed,” he said.

Fellow students are on the board of a new nonprofit he started called Ezer International. And Saba would like teams of American nurses to visit his health clinic once he gets it off the ground.

He’s still got to get through his last semester and his DNP program; he hopes to return to Burkina Faso by 2022.

However, said Saba, “I know through hard work it’ll be possible.”

 Abel Saba’s school has a fundraising website in the U.S. at kidsinburkina.org.
**EXCLUSIVE SAVINGS ON DENTAL CARE FROM**

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**

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*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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<td>Woodinville</td>
<td>17740 Garden Way NE</td>
<td>253.835.3377</td>
<td>10321 Gravelly Lake Drive SW</td>
<td>425.372.0036</td>
</tr>
</tbody>
</table>

**Have questions?**
Contact your Union Account Representative, Carrie Magnuson | Carrie.Magnuson@BrightNow.com | 253.405.4547

Nurani, P.C., Ashifa Nurani, DDS, Pearson, P.C. Jeffrey Pearson, DMD. ©2017 Smile Brands Inc. All rights reserved.
## Labor Relations

### Recently settled contracts

<table>
<thead>
<tr>
<th>Hospital Name</th>
<th>Wage Increases</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cascade Medical Center</strong>&lt;br&gt;Kennewick</td>
<td>1st year: 3.68%&lt;br&gt;2nd year: 1.5%&lt;br&gt;3rd year: 1.5%</td>
<td>▶ Cert premium increase to $1.00&lt;br▶ CN premium increase $2.00</td>
</tr>
<tr>
<td><strong>Grays Harbor Community Hospital</strong>&lt;br&gt;Ilwaco</td>
<td>1st year: 3%&lt;br&gt;2nd year: 3%&lt;br&gt;3rd year: 3%</td>
<td>▶ 1-2% market adjustment depending on step&lt;br▶ Evening shift premium increase to $2.75&lt;br▶ CN premium increase to $2.75</td>
</tr>
<tr>
<td><strong>Kindred Hospital Seattle – First Hill</strong>&lt;br&gt;Seattle</td>
<td>1st year: 2.8%&lt;br&gt;2nd year: 2.5%&lt;br&gt;3rd year: 2.5%</td>
<td>▶ First contract with this facility&lt;br▶ Guaranteed rest and meal break language&lt;br▶ Comprehensive grievance/arbitration process to resolve disputes&lt;br▶ Min call back pay&lt;br▶ Shift differential/standby pay</td>
</tr>
<tr>
<td><strong>Kittitas Valley Healthcare</strong>&lt;br&gt;Ellensburg</td>
<td>1st year: 2%&lt;br&gt;2nd year: 2%&lt;br&gt;3rd year: 2%</td>
<td>▶ Seven new steps 17, 19, 21, 23, 25, 27 and 29 in Year 1 and new Step 30 in Year 2&lt;br▶ Shift differential increase&lt;br▶ Standby pay increase $3.75&lt;br▶ CN premium increase to $2.00&lt;br▶ Float pool premium increase $3.00&lt;br▶ Rest break language increasing rest from 10 minutes to 15 minutes&lt;br▶ New rest between shift language</td>
</tr>
<tr>
<td><strong>MultiCare Tacoma General Hospital</strong>&lt;br&gt;Tacoma</td>
<td>1st year: 3%&lt;br&gt;2nd year: 2%&lt;br&gt;3rd year: 2%&lt;br&gt;4th year: 2%</td>
<td>▶ Charge nurse premium increase to $2.50 per hour&lt;br▶ No changes to the rest break language, allowing WSNA to continue to seek to enforce MultiCare’s settlement agreement&lt;br▶ Known medical benefits through 2019 with no changes to copays or other plan provisions&lt;br▶ Staffing ratios, a building block on which to ensure safe staffing</td>
</tr>
<tr>
<td><strong>Northwest Hospital and Medical Center</strong>&lt;br&gt;Seattle</td>
<td>1st year (step 1-19): 4%&lt;br&gt;1st year (step 20-30): 2.5%&lt;br&gt;2nd year: 3.5%&lt;br&gt;3rd year: 3%</td>
<td>▶ In 2016, new steps 22, 24, 26, 29 and 30&lt;br▶ In 2017, new steps 11, 14, 17&lt;br▶ New float pool premium $1.50&lt;br▶ New BSN/MSN premium $1.00&lt;br▶ New language regarding staffing committee</td>
</tr>
<tr>
<td><strong>Spokane Regional Health District</strong>&lt;br&gt;Tacoma</td>
<td>1st year: PH1 5% market adjustment</td>
<td>▶ Improvement to vacation accrual</td>
</tr>
<tr>
<td><strong>Washington State Department of Veterans Affairs</strong>&lt;br&gt;Spokane, Retsil</td>
<td>On July 1, 2017, all RNs will jump 10 steps up the N1 scale RN 2 54-64, RN 3 58-68, ARNP 60-70, ARNP Lead 64-74, resulting in a 27.5% wage increase</td>
<td>▶ Registered nurses will get three additional paid ed days (total of 6)&lt;br▶ The 2017-2019 coalition collective bargaining agreement has been given to the governor, who will present it to the Washington State Legislature for their decision during the 2017 legislative session</td>
</tr>
<tr>
<td><strong>Yakima Regional Hospital</strong>&lt;br&gt;Yakima</td>
<td>1st year: 1%</td>
<td>▶ Negotiations again in summer of 2017 with new ownership</td>
</tr>
</tbody>
</table>
Convention and Biennial Business

Refresh, revitalize, and reconnect at the Washington State Nurses Convention on May 3-5, 2017.

The Washington State Nurses Convention is the premier nursing event in Washington state. You don’t want to miss out on the renowned speakers, the opportunity to fulfill your entire annual continuing education requirements at a single event, networking with nurses from across the state, the planning discussions that set the direction of WSNA for the years ahead and so much more.
Convention registration  16
Biennial awards      17
Convention agenda    18
Convention speakers  19
Call for appointments 20
WSNA elections       21
Biennial reports     33
Convention Registration

Name
Credentials

Address

City State Zip Phone number

Employer Personal email address

**Registration Type**

<table>
<thead>
<tr>
<th>Member*</th>
<th>Retired</th>
</tr>
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<tbody>
<tr>
<td>$400 Full convention</td>
<td>$150 Full convention</td>
</tr>
<tr>
<td>$175 Wednesday only</td>
<td>$75 Wednesday only</td>
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<tr>
<td>$175 Thursday only</td>
<td>$75 Thursday only</td>
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<td>$175 Friday only</td>
<td>$75 Friday only</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Non member</th>
<th>Student</th>
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<tbody>
<tr>
<td>$500 Full convention</td>
<td>$150 Full convention</td>
</tr>
<tr>
<td>$200 Wednesday only</td>
<td>$50 Wednesday only</td>
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<tr>
<td>$200 Thursday only</td>
<td>$50 Thursday only</td>
</tr>
<tr>
<td>$200 Friday only</td>
<td>$50 Friday only</td>
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</tbody>
</table>

- $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.

**Friday Breakout Sessions**

*Friday attendees only. Select one option for each session.*

<table>
<thead>
<tr>
<th>Session 1</th>
<th>Session 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staffing committees</td>
<td>Staffing committees</td>
</tr>
<tr>
<td>Political engagement</td>
<td>Political engagement</td>
</tr>
<tr>
<td>Liability</td>
<td>Liability</td>
</tr>
</tbody>
</table>

Total fees (note that registration fees do not include the cost of lodging)

**Payment**

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

Card number Exp. date

Cardholder name Cardholder signature

**Lodging**

Note that lodging is not included with convention registration. To reserve a room at our host hotel, call the Tulalip Resort at 866.716.7162 (toll free) or reserve online at tulalipresortcasino.com.
Recognizing the exceptional

BIENNIAL AWARDS

At the 2017 Biennial WSNA and PNHCC Awards reception on Thursday, May 4, 2017, we will honor the outstanding achievements of several of our nursing colleagues and community partners.

These awards are given every two years in recognition of significant personal and professional contributions of individuals or groups benefitting the advancement of nurses, the profession and the association.

WSNA RECOGNITION AWARDS

HONORARY RECOGNITION
Jennifer Graves, MS, RN, ARNP
In recognition of her life-long commitment and tireless work on behalf of registered nurses and the profession and her distinguished service to WSNA and ANA.

MARGUERITE COBB PUBLIC HEALTH COMMUNITY HEALTH NURSE
David Reyes, MPH, RN, DNP, APHN-BC
Recognizing significant contributions to the field of public or community health nursing.

JOANNA BOATMAN STAFF NURSE LEADERSHIP
Judi Lyons, RN
In recognition of her leadership and significant contributions to the economic and general welfare of nurses and nursing.

COMMUNITY PARTNER
Adam Davis, RN, DNP and Mitch Snyder, Division Chief
FD Cares – Kent Fire Department
In recognition of significant contributions to advancing the role of nurses as advocates and health care providers for the citizens of Washington State.

PROFESSIONAL NURSING & HEALTH CARE COUNCIL RECOGNITION AWARDS

BEST PRACTICE
Lynn Nelson, MSN, RN, NCSN
Presented to an individual to recognize best practice in the daily care of patients / clients.

NURSE LEADERSHIP & MANAGEMENT
Susan Manfredi, DNP, MBA, RN, FACHE
Presented to an individual to recognize excellence in nursing leadership and management.

EDUCATOR
Lynn von Schlieder, MN, RN
Presented to an individual to recognize excellence in nursing education.

ETHICS & HUMAN RIGHTS AWARD
Sofia Aragon, MN, JD, RN
Presented to an individual to recognize excellence in ethics and human rights.

RESEARCH
Pamela Mitchell, PHD, RN, FAAN
Recognizing excellence in nursing research that addresses practice issues.

Ten reasons you’ll want to be at the convention

A full year’s required continuing education
ANA President Pam Cipriano
Poster sessions
Awards banquet
Breakout sessions on liability, staffing committees, and political engagement
Auction benefitting the Washington State Nurses Foundation
Wine and cheese reception with WSNA candidates
Dialogue sessions for long-term care, retired nurses, school nurses, licenced practical nurses and advanced practice nurses
WSNA biennial business meeting
Yoga-based stress management

WSNA GENERAL ASSEMBLY BUSINESS MEETING, NOMINATIONS, RESOLUTIONS & BYLAWS

The General Assembly meeting, Thursday, May 4th, will address items of important business for the membership, including proposed resolutions and final nominations for elected offices.

Help jumpstart someone’s career

Proceeds from the Washington State Nurses Foundation Silent Auction benefit nursing scholarships and provide funding for small nursing research grants.

Even if you aren’t able to be present, you can support the Foundation by making a tax deductible donation to the auction.

Join in the fun and create your own basket filled with special items!

For more information, contact Darlene Delgado at 206.575.7979, Ext 3030, or send an email to ddelgado@wsna.org.
Agenda

Wednesday, May 3
9:00 a.m. – 10:00 a.m.
• Registration / check-in
• Exhibition area opens
• Poster sessions open
• WSNA silent auction opens
9:30 a.m. – 9:50 a.m.
New attendee orientation
10:00 a.m. – 10:30 a.m.
Welcome
10:30 a.m. – Noon
KEYNOTE Creating a fair and just culture in nursing (part 1)
Jane Barnsteiner PhD, RN, FAAN & Joanne Disch PhD, RN, FAAN
Noon – 12:30 p.m.
Lunch
12:30 p.m. – 2:30 p.m.
KEYNOTE Creating a fair and just culture in nursing (part 2)
Jane Barnsteiner PhD, RN, FAAN & Joanne Disch PhD, RN, FAAN
2:30 p.m. – 3:00 p.m.
Break
3:00 p.m. – 4:30 p.m.
• Yoga-based stress management
• Protecting your practice, protecting your patients
Margaret Holm, JD, RN, CIP
4:30 p.m. – 6:30 p.m.
Local Unit Council meeting
Limited to members represented by WSNA for collective bargaining
5:00 p.m. – 6:30 p.m.
Specialty Practice Dialogue Sessions
Facilitated discussions to identify key issues and areas where WSNA can provide support
• Advanced practice
• Licensed practical nurses
• Long-term care
• Public health and community health
• Retired nurses
• School nurses
6:30 p.m. – 8:30 p.m.
Wine and cheese networking reception with photo booth
7:00 p.m. – 8:00 p.m.
“Meet the Candidates” forum

Thursday, May 4
7:30 a.m. – 8:00 a.m.
• Registration
• Breakfast
Poster sessions, exhibits and silent auction
8:00 a.m. – 9:00 a.m.
KEYNOTE Safety 360: Taking responsibility together
Pam Cipriano, PhD, RN, NEA-BC, FAAN
President, American Nurses Association
9:00 a.m. – 10:00 a.m.
KEYNOTE Quality as a moral issue
Leah Curtin, DSc(h), RN, FAAN
10:00 a.m. – 10:30 a.m.
Break
Poster sessions, exhibits and silent auction
10:30 a.m. – Noon
• General Assembly business meeting (part 1)
• Optional session
Practical de-escalation techniques for nurses webinar
Noon – 1:00 p.m.
Lunch
Poster sessions, exhibits and silent auction
1:00 p.m. – 3:00 p.m.
• General Assembly business meeting (part 2)
• Optional session
WHPS program: What’s new – promoting nurses’ return to the workplace
Melissa Frazer
3:00 p.m. – 3:30 p.m.
Break
3:30 p.m. – 4:30 p.m.
Concurrent continuing education breakout sessions - session 1
• Staffing committees
• PANEL Political engagement
• Liability
2:15 p.m. – 2:30 p.m.
Break
2:30 p.m. – 3:30 p.m.
Concurrent continuing education breakout sessions - session 2
• Staffing committees
• PANEL Political engagement
• Liability
3:30 p.m. – 3:45 p.m.
Break
3:45 p.m. – 4:45 p.m.
Roundtable dialogue session
Nurses in facilitated small groups will identify key issues and strategies to help guide WSNA priority-setting for the next two years
4:45 p.m. – 5:00 p.m.
Using our voices for the future
Sally Watkins, PhD, MS, RN

Friday, May 5
7:30 a.m. – 8:30 a.m.
• Registration
• Breakfast
Poster sessions and exhibits
8:30 a.m. – 10:00 a.m.
KEYNOTE Moral resilience
Cheryl Peterson, MSN, RN
10:00 a.m. – 10:30 a.m.
Break
Poster sessions and exhibits
10:30 a.m. – 11:30 a.m.
KEYNOTE The state of our future
Sally Watkins, PhD, RN
11:30 a.m. – Noon
PANEL Breakout session preview
Noon – 1:15 p.m.
Lunch
Poster sessions and exhibits
1:15 p.m. – 2:15 p.m.
Concurrent continuing education breakout sessions - session 1
• Staffing committees
• PANEL Political engagement
• Liability
2:15 p.m. – 2:30 p.m.
Break
2:30 p.m. – 3:30 p.m.
Concurrent continuing education breakout sessions - session 2
• Staffing committees
• PANEL Political engagement
• Liability
3:30 p.m. – 3:45 p.m.
Break
3:45 p.m. – 4:45 p.m.
Roundtable dialogue session
Nurses in facilitated small groups will identify key issues and strategies to help guide WSNA priority-setting for the next two years
4:45 p.m. – 5:00 p.m.
Using our voices for the future
Sally Watkins, PhD, MS, RN
Featured speakers

Jane Barnsteiner, PhD, RN, FAAN
Jane Barnsteiner is an emeritus professor at the University of Pennsylvania School of Nursing, where in addition to her teaching responsibilities she was director of translational research at the hospital of the University of Pennsylvania. Dr. Barnsteiner is a member of The Joint Commission Patient Safety Advisory Group.

Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN
Dr. Pamela Cipriano, the 35th president of the American Nurses Association (ANA), is nationally known as a strong advocate for healthcare quality and serves on a number of boards and committees for organizations including the National Quality Forum and The Joint Commission. ANA spent 2016 focused on Culture of Safety.

Leah Curtin, DSc(h), RN, FAAN
An internationally recognized nurse leader, ethicist, speaker and consultant in the nursing field, Leah Curtin has long been known as a strong advocate for the nursing profession and quality patient care. Dr. Curtin serves as clinical professor of nursing at the University of Cincinnati College of Nursing and Health, and is an editor-in-chief of The Journal of Clinical Systems Management. She is the author of 280-plus editorials and 400-plus articles.

Joanne Disch, PhD, RN, FAAN
Joanne Disch is clinical professor at the University of Minnesota School of Nursing and past president of the American Academy of Nursing. She has also served as president of the American Association of Critical-Care Nurses (AACN) and president of the AACN Certification Board. Disch has conducted extensive research on quality and safety in healthcare settings.

Judy Huntington, MN, RN
Judy Huntington has been a registered nurse since 1968 and is the current Executive Director of the Washington State Nurses Association (WSNA), a position she has held since January 1999 after nearly 10 years on the executive staff of the American Nurses Association (ANA). She is a graduate of the University of Washington where she received both her BSN (1968) and MN (1985). She is also the Executive Director of the Washington State Nurses Foundation, Vice-President of the Washington Center for Nursing, and is a Vice President on the Executive Board of the Washington State Labor Council. She is also a member of the National Advisory Board to the National Federation of Nurses (NFN) union and serves on the Program and Policy Council of the Nurses and Health Professionals Division of the American Federation of Teachers (AFT). Judy will be retiring from WSNA in June, 2017. She has served in leadership roles at the local, state and national levels of WSNA and ANA, including as WSNA President and ANA Second Vice President.

Cheryl Peterson, MSN, RN
Cheryl Peterson is vice president for nursing programs for the American Nurses Association, providing strategic oversight to the Departments of Health Policy and Nursing Practice and Work Environment, the Center for Ethics and Human Rights, the Minority Fellowship Program, and ANA’s participation in the International Council of Nurses. Peterson served as a captain in the Army Nurse Corps, United States Army Reserve, from 1986 to 2003. Her assignments included active duty in the 350th Evacuation Hospital during Operation Desert Shield/Storm and serving as head nurse of a cardiac step-down unit at Walter Reed Army Medical Center.

Sally Watkins, PhD, MS, RN
Sally Watkins, PhD, RN, is the incoming executive director of the Washington State Nurses Association. Dr. Watkins was administrative director, clinical resource management, at CHI-Franciscan Health and is a past assistant executive director for nursing practice, education & research at WSNA. She has also served as a pro tem member of the Nursing Care Quality Assurance Commission.
Call for appointments

The WSNA Nominations / Search Committee will be meeting this summer to prepare recommendations for appointments to the WSNA Councils and Committees. Appointments are for two years, beginning Sept. 1, 2017, through Aug. 31, 2019.

The recommendations prepared by the WSNA Nominations / Search Committee will go to the WSNA Board of Directors at its August 2017 meeting, at which time the Board will make the appointments to the WSNA Councils and Committees. If you or your colleagues are interested in serving on any of these Councils or Committees, you can access the WSNA “Consent to Serve” form at the WSNA website at www.wsna.org. Download the form, complete it, and mail it to WSNA to be received no later than July 1, 2017. If you have any questions, please email Darlene Delgado at WSNA at ddelgado@wsna.org or call her at 206.575.7979, Ext 3030.

Appointments will be made to the following WSNA Councils and Committees:

**Professional Nursing and Health Care Council**
4 appointments

**Legislative and Health Policy Council**
3 appointments

**WSNA Bylaws / Resolutions Committee**
At least 3 and not more than 7 appointments

**WSNA Nominations / Search Committee**
2 appointments

**WSNA Finance Committee**
At least 3 appointments and not more than 7, including the WSNA secretary / treasurer, vice president, and 1 board member.

**Occupational and Environmental Health and Safety Committee**
1 member each from Board of Directors, Cabinet on Economic & General Welfare, Legislative & Health Policy Council, Professional Nursing & Health Care Council, and 2 at-large.

**Disaster and Emergency Preparedness Committee**
7 appointments

**A-CNE Committee**
6 appointments

**WSNA-PAC Board of Trustees**
11 trustees. Every effort shall be made to appoint trustees to represent each congressional district and 1 representative of the state at-large.

**WSNF Board of Trustees**
Not less than 5 nor more than 9, a majority of whom shall be members of the WSNA Board of Directors at time of election.
WSNA Elections
WSNA elections

The WSNA Nominations/Search Committee and the E&GW Nominating/Search Committee wish to thank all those who have submitted a consent to serve form for elective office and to remind others that it is still not too late to become a candidate. Members who want to self-declare their candidacy for an elected office may still do so by submitting a consent to serve form prior to the General Assembly meeting on May 4, 2017. Consent to serve forms are available at wsna.org or by calling WSNA. Nominations will also be taken from the floor of the General Assembly, and elections will take place by secret mail ballot shortly after the conclusion of the WSNA Convention.

The following WSNA members, identified by district number and hometown, have consented to run for WSNA elected offices.

Board of Directors (11 to be elected)

The Board of Directors consists of eleven (11) members elected by the members of WSNA. It is composed of three (3) officers, president, vice president and secretary/treasurer, and five (5) directors elected at-large by the members of WSNA, with two (2) holding designated seats for staff nurses. The chair of the Legislative and Health Policy Council, the chair of the Professional Nursing and Health Care Council, and the chair of the Cabinet on Economic and General Welfare, by virtue of their election as chair, serve on the Board of Directors.

PRESIDENT (1)

Jan Bussert, BSN, RN
District 2, Vashon

Education: Diploma, St. Elizabeth School of Nursing; BSN, Gonzaga University. Present Position: Retired. Past Positions: WSNA nurse organizer; Harborview Medical Center, Psychiatry; St. Elizabeth Hospital, Critical Care, PACU; Yakima Heart Center, Cardiac Rehab, Out-Patient Cardiovascular Nursing; Vashon Health Center, Out-Patient Primary Care. Past Offices: WSNA President 2015-2017; WSNA 1st Vice President 1979-1983; WSNA 1st Vice President 1993-1997; WSNA President 1997-2001; ANA Board of Directors 2000-2003; ANA treasurer (appointed for 1-year. term, elected for 2-year term) 2006-2006. Awards, Honors, Service: ANA Honorary Recognition Award, WSNA Leadership Award.

“It has been my honor serving as your WSNA President during this past biennium. I believe we have done some strong work addressing our priority issues and have made amazing progress in engaging and activating our members when needed. More and more nurses are becoming members, more and more members are getting engaged and becoming more active. Our membership numbers and event turnout numbers are record high. We are on a roll. As more members engage in our patient advocacy work, the louder our voice will become. And our strategies more effective.

“Safe nurse staffing, safe practice environments, public health funding, mental health funding, nurse faculty salary and shortage, and issues our school nurses are facing continue to be my high-priority focus. Thank you for stepping up when asked to do so — I look forward to continuing this work into the next biennium.

“I would appreciate your vote and support.”

VICE PRESIDENT (1)

Renata Bowliden, BSN, RNC
District 3, University Place

Education: Baccalaureate, University of Washington School of Nursing. Present Position: Staff Nurse, RNC L & D MultiCare Tacoma General Hospital. Present Offices: WSNA observer at ANA Membership Assembly; NFN National Executive Board of Directors; AFT delegate to 2016 Convention; member, WSNA Professional Nursing & Health Care Council; local unit (MultiCare Tacoma General Hospital) negotiation team member; local unit WSNA Union Representative; co-chair, Tacoma General Hospital Safe Staffing Committee. Awards, Honors, Service: 2016 WSNA E&GW Rising Star Award; professional membership in ANA, WSNA, AFT, NFN, and AWHONN.

“Bedside nursing is what I love. Having the ability to make a difference in a person’s experience in the hospital is an honor. Challenges placed on registered nurses to practice under stress and in conditions that don’t embrace and respect nursing practice have motivated me to become more involved in advocating and organizing. Advocacy for our patients and our practice is an ongoing endeavor that is necessary to maintain the integrity of what it means to care. I take every opportunity to be involved with activities that improve and advance nurses’ working conditions and our profession. I have had the privilege of learning from experts at WSNA and ANA. As a member of PNHCC I have been involved with practice issues that affect Washington state RNs. I worked on a national level with ANA to provide the staff nurse’s perspective for the white paper on “staffing.” As co-chair of the Safe Staffing Committee, I see opportunities that need to be taken advantage of. From the bedside to Capitol Hill, I have shared many stories. AFT and NFN have provided me with tools to help organize and streamline our voices as a united powerhouse. Experiencing contentious negotiations more than once and feeling the power of solidarity is truly amazing. I’m proud to be a registered nurse. I encourage everyone to be involved at any and all levels. There is a lot of work to be done. Work that is difficult — but so rewarding. It is my desire to continue advocating, organizing and empowering others as your Vice President of WSNA.

“I appreciate your vote.”
SECRETARY/TREASURER (1)

Verlee “Vee” Sutherlin, BSN, MSN, Med.
District 4, Nine Mile Falls

Education: Diploma, Deaconess Hospital School of Nursing; baccalaureate, Whitworth University; master’s, MEd, Gonzaga University and MSN, University of Portland. Present Position: Staff nurse, Children’s Triage Program, Providence Sacred Heart Medical Center. Present Offices: WSNA Finance Committee; WSNF secretary/treasurer; WSNA Professional Nursing & Health Care Council 2015-2017. Past Offices: WSNA Board of Directors; chair of the Legislative & Health Policy Council; Convention Planning Committee. Past Offices: WSNA Board of Directors, chair of the Legislative & Health Policy Council; WSNA-PAC chair & member; chair WSNA Emergency Preparedness Committee.

“I am a candidate for WSNA Secretary/Treasurer and would appreciate your vote. It has been my privilege and responsibility to serve as a member of the WSNA Professional Nursing & Health Care Council, WSNA Board of Directors and a member of the WSNA Finance Committee. I am proud of the work our board has done and continues to do at a time when there have been many changes in the labor and health care environment. My background as a staff nurse, nurse educator and administrator, provides me with the skills to serve as the WSNA secretary/treasurer that will assist to sustain the future stability of WSNA in Washington as well as nationally. I hope you will support me in my desire to represent you on the WSNA Board of Directors and Finance Committee as your Secretary/Treasurer.

“Thank you for your vote.”

DIRECTORS-AT-LARGE (3)

Chuck Cumiskey, MSN, BSN, RN
District 13, Olympia


“After 28 years of Army Reserve duty, I retired in December 2016, so at this point in my life I want to put my energy into another important endeavor. Washington State Nurses Association is an organization that advocates for the patients and families to promote health and patient safety. I’m willing to serve wherever needed to make a difference. This is essential because of the election of our new president — Trump. Because of this election, as nurses, we will need to take a stronger role to promote a healthy work environment and be pure advocates for your patients and families.”

Edward Dolle, RN
District 17, Port Orchard

Education: Associate degree, Olympia College, Bremerton; currently in school working toward a master’s in nursing. Present Position: Nurse Manager, DSHS Western State. Present Offices: WSNA Legislative & Health Policy Council; Convention Planning Committee. Past Offices: WSNA Board of Directors, chair of the Legislative & Health Policy Council; WSNA-PAC chair & member; chair WSNA Emergency Preparedness Committee.


“I truly believe that nurses are a visible and a powerful force that have the potential to transform the trajectory of healthcare. Nurses carry public trust and respect, which should be leveraged to enhance nursing workforce conditions and patient safety. Nurses uniquely understand the needs of the foundational elements of healthcare and patient needs. I feel that my passion for advocacy and past experiences prepare me well to serve in order to assist in the advancement of nursing issues statewide and at the local level. I feel that my passion and experience with WSNA would serve me well as a member of the Board of Directors.”

Antwinett Lee, MSN-CSN, RN
District 2, Lynnwood

Education: Baccalaureate in nursing – Michigan State University; master’s in nursing, Seattle University; doctorate, Seattle University (Ed.D) (Anticipated 2017). Present Position: Public health nurse (float pool), Public Health – Seattle & King County. Present Offices: WSNA Professional Nursing & Health Care Council, 2015-2017. Past Offices: WSNA Legislative & Health Policy Council; Convention Planning Committee. Awards, Honors, Service: KCNA Shining Star Award; King County Humanitarian Nominee and Excellence in Nursing Award; Membership in WSNA, KCNA, MMPHO and STTI.

“I have been an active member of WSNA, KCNA and MMPHO for over 20 years. I am passionate about the profession of nursing and desire to serve on the Board of Directors to advocate for nursing.”
**Evelyn Street, RN, CNOR**
District 3, Olympia  
**Education:** Associate degree, Tacoma Community College.  
**Present Position:** Staff nurse, Capital Medical Center.  
**Present Offices:** WSNA Board of Directors – director at large - staff nurse; Trustee, Washington State Nurses Foundation (WSNF).  
**Past Offices:** Cabient on Economic and General Welfare; local unit co-chair; Pierce County Nurses Association District 3 Board of Directors; District 3 President; ANA Delegate to Membership Assembly.  
**Awards, Honors, Service:** Outstanding Local Unit Co-Chair from St. Clare Hospital; member, AORN.  

“I have been an active member of WSNA for many years. Being a part of an organization that effects positive change for the nursing community is an accomplishment I am proud to be a part of.”

**Ann M. Whitley, RN, BSN, CCRN-CSC**
District 6, Yakima  
**Education:** Baccalaureate, Pacific Lutheran University.  
**Present Position:** Charge nurse, ICU, Yakima Regional Medical Center.  
**Present Offices:** WSNA Board of Directors; local unit grievance officer.  
**Past Offices:** Local unit chair; member on the WSNA Cabinet on Economic & General Welfare.  
**Awards, Honors, Service:** Staff Nurse Leadership Award; Local Unit Award; membership in AACN, WSNA, ANA.  

“Strong leadership is a continued need for the nurses here in Washington. We have made great strides in protecting patients and have a strong voice for nurses. There is much work to be done. I wish to be part of that work here with WSNA.  

“WSNA leads the nurses of this state to both professional growth and individual improvement. My time on the Board of Directors has been a great honor for me. I wish to continue serving the RNs of this state as a member of the WSNA Board of Directors.  

“Many changes have happened on the labor scene, with many more to come. Standing shoulder to shoulder with my professional colleagues as we address those changes will be my way of giving back. Please consider me for this.”

**Christina Stephens, BSN, RN**
District 3, Tacoma  
**Education:** Baccalaureate, Pacific Lutheran University; will complete master’s at Western Governor’s University in 2017.  
**Present Position:** Charge nurse, St. Joseph Medical Center - Tacoma.  
**Present Offices:** Local unit co-chair, St. Joseph Medical Center - Tacoma (2016 to present); chair of WSNA-PAC Board of Trustees (2015-2017); staffing committee member, St. Joseph Medical Center - Tacoma (2016 to present); chair, local unit shared governance, St., Joseph Medical Center - Tacoma (2015-2016).  
**Awards, Honors, Service:** Gladys Campbell Nursing Leadership and Management MSN Scholarship (2015).  

“Since starting my nursing career, I have always been interested in becoming a nurse leader in some form. I have taken small steps in this journey at my hospital and now would love to take a big step by participating as a WSNA Board of Directors member, as well as a delegate to ANA Membership Assembly, NFN - National Federation Assembly and AFT Convention.”

**Cheri Rae Wilcox, RN**
District 10, Longview  
**Education:** Associate degree in Nursing – Lower Columbia Comm. College; associate degree in Science, Green River Community College.  
**Present Position:** Retired.  
**Past Offices:** local unit grievance officer, PeaceHealth St. John’s - Longview (2007-2016); member, WSNA Cabinet on Economic & General Welfare (2015-2016); Safe Staffing Committee, PeaceHealth St. John’s - Longview; Nurse Practice Committee, PeaceHealth St. John’s - Longview.  
**Awards, Honors, Service:** Four Dove Awards for Patient Care of Excellence from PeaceHealth St. John’s - Longview.  

“I just retired as an emergency room nurse. I was the local unit grievance officer for 10 years, and served as a member of the WSNA Cabinet on Economic & General Welfare. I have been an active WSNA member since 1997, serving for multiple years on the Safe Staffing Committee, Nurse Practice Committee and Executive Committee for our local unit.  

“I worked the last 23 years in a busy emergency department. I know firsthand the issues of importance to nurses in the delivery of safe and quality patient care and safe nurse staffing. I am here to serve and be a strong leader for the RNs of WSNA.”

**Rosa Young, MSN, RN, MPA**
District 2, Seattle  
**Education:** Baccalaureate and master’s, Seattle University; nonnursing degree, master’s in public administration, Seattle University.  
**Present Position:** Substitute school nurse (on an as-needed basis), Seattle Public School; retired nurse administrator from VA PSHCS; retired lieutenant colonel from USAAFR, NC.  
**Present Offices:** WSNA Nomination & Search Committee (2015-2017); member at large, executive board for KCNA.  
**Awards, Honors, Service:** Sigma Theta Tau; served in first Operation Desert Storm; retired lieutenant colonel in United States Air Forces Reserve; retired nurse from VAPSHCS after 33 years of service. Membership in WSNA, KCNA, MMPNO, Health and Wellness Ministry at First AME Church. Lifetime membership: Aerospace, Nursing, AMSUS; NAACP; AK Sorority; Volunteer for Health, African American Reach and Teach Health AARTF; Ministry fairs and other committee.  

“Worked tirelessly for more than 33 years at Puget Sound Health-care System (VA Medical Center). Provided nursing care to veterans and their family but on an inpatient and outpatient basis. Worked in a large number of patient care areas, such a staff nurse on a medical surgery unit and in the surgical intensive care unit. Worked as a nurse manager for 9 1/2 years, homecare staff nurse for 3 1/2 years and a nursing supervisor on the midnight shift for many years.  

“I have been an advocate for patients, families and staff, and I believe I can function effectively as a team member. I am a team player and make it a practice to promote a positive climate with mutual respect for my peers and other members on the healthcare team.  

“I am an active member in many organizations such as the local Mary Mahoney Professional Nurses Organization – Seattle where I have served in the role of second vice president and served as the chairperson on the Ways and Means Committee.”
for several terms and chairperson and co-chairperson for the MMPNO Annual Scholarship fundraising event.

“Active member on the executive board of King County Nurses Association, and presently serve as an at-large board member and served on the Search and Nomination Committee for two consecutive terms with WSNA.

“Currently serving as the treasurer on the Health and Wellness Ministry in my church and I am a member on the planning committee for the Kidney Research Institute Committee. I am involved in outreach, providing blood pressure and health screening on a regular basis. Recently volunteered to do blood pressure screening on MLK Jr. Day along with members from MMPNO, KCNA and the Hispanic Nurses Organization.

“I believe I am qualified to serve on the WSNA Board of Directors as a director-at-large, staff nurse. I will perform in the role to a level that meets WSNA expectations. I believe I have the knowledge, skills and leadership to effectively serve and perform in this role.

“I am open to change and can easily adapt to most situations and I am open to learning.

“I believe if selected, my knowledge and personal skills and abilities will be an asset to the Board.”

WSNA Nominations and Search Committee (4 to be elected)

There shall be six members of the Nominations/Search Committee. Four shall be elected following each biennial meeting of the General Assembly. Two shall be appointed by the Board of Directors. The person receiving the highest number of votes shall serve as chairholder. Persons who are not elected to the committee shall serve as alternates in the order of votes received.

Betty Blondin, RN
District 3, Tacoma


“I am willing to serve where needed.”

Frankie Manning, MN, RN
District 2, Bellevue

Education: Master’s degree, University of Iowa. Present Position: Retired – chief nursing officer, VA Puget Sound Health Care System. Past Offices: member, KCNA board of directors; member of Neighborhood Health Committee. Awards, Honors, Service: First nurse executive to receive Excellence in Nursing as a Nurse Executive; Secretary of Veterans Affairs Commendation Award for Special Assignment; Congressional Black Caucus Award; Coalition of Black Trade Unions, Army Nurse Corp Achievements; Seattle Mayor Intergenerational Award; Outstanding Manager Award, AFGE Local 498; Legion Of Merit Award; American Organization of Nurse Executives “Community Partners Award”; Lifetime Achievement Award, Nurse Week; Anne Foy Baker Award; Washington State March of Dimes, Nurse Legend Award; KCNA Shining Star Award; Washington State Nurses Association Ethic Award; Induction in WSNA Hall of Fame; Leadership Award, Northwest Organization of Nurse Executive, several state and county certificates of services for Board activities. Previous member with some leadership in state and local organization in the past. National Black Nurses Association; American Nurses Association; Wichita Black Nurses Assn. (Founder). Past president of Western Institute of Nursing; Sigma Theta Tau; Seattle Area Nurse Executives; NWONE; VP Mary Mahoney Professional Nurses Organization; vice chair, Interagency on Health Care Disparities; Association of Military Services; Retired Officers Association, etc. Lecturer at University Washington - School of Nursing, and Public Health; member, King County Public Health Reserve Corp; mentor and preceptor for undergraduate and graduate students multiple school in the Puget Sound Region; member on workgroups for the Center of Multicultural Health; volunteer at numerous shelters, and clinics for the underserved and homeless in King County; Houseparent for Harmony Hill Cancer Retreat Center; serve on a variety of boards and committees in the community.

“I am interested in serving WSNA and the profession of nursing to foster the continued growth of the profession and to ensure we have a healthy population going forward. The need to ensure that our organization remains vibrant with an opportunity for leadership at all levels is crucial to our growth.

“I want to be sure that we have safe employment and professional opportunities for all nurses, regardless of race, gender, national origin, individual abilities, and/or urban/rural residency. Currently the need for nurses is growing due to the number of underserved and uninsured in the population and the overall shortage of nurses. I am interested in incentivizing nurses to work with the underserved and rural communities. I am particularly interested in mentoring younger nurses and continuing my professional growth. WSNA does great work with professional nurses throughout the state and clearly understands the value of being politically active and ensuring professional nurses develop skill in the political arena.

“I am honored to serve in any capacity.”

Peggy Slider, BSN, MSN, RN
District 4, Spokane

Education: Baccalaureate, Eastern Washington University/ Intercollegiate College of Nursing Ed.; master’s, Regis University. Present Position: Public health nurse at Spokane Regional Health District. Present Offices: E&GW Nominating / Search Committee (2013-2015); local unit co-chair – Spokane Regional Health District. Past Offices: Local unit chair – Spokane Regional Health District; IENA District 4 board of Directors; member, Cabinet on Economic & General Welfare. Awards, Honors, Service: PNHCC AWARD Best Practice Award (2009), Leadership Negotiation Team Award.

“It has been a pleasure to serve the nurses of WSNA for many years. I look forward to serving on the WSNA Nominations / Search Committee.”
Judy A. Turner, RN  
District 3, Port Orchard  
**Education:** Associate degree in nursing, Olympic College. **Present Position:** Retired - staff nurse, MultiCare Health Systems. **Present Offices:** WSNA secretary/treasurer (2013-2015 and 2015-2017), WSNA Finance Committee member, WSNA Executive Board member. **Past Offices:** WSNA Board of Directors; member of Cabinet on Economic and General Welfare, WSNA Finance Committee; WSNA Nominations/Search Committee; ANA House of Delegates, representative to the Constituent Member Collective Bargaining Program. PCNA Board of Directors, treasurer and executive director. Tacoma General local unit: negotiation team member, chair, co-chair, treasurer.

“Although I am retired, I am still a nurse – I am not quite done.”

**E&GW Nominating and Search Committee** (3 to be elected)

The Economic and General Welfare Nominating/Search Committee shall consist of three members currently represented for collective bargaining by WSNA and elected by secret ballot following the biennial meeting of the General Assembly. The person receiving the highest number of votes shall serve as chairholder. Persons who are not elected to the committee shall serve as alternates according to the order of votes received. To be eligible for election to the Economic and General Welfare Nominating/Search Committee, a person shall hold current membership in the WSNA, be represented for collective bargaining by WSNA, and meet the definition of staff nurse.

Anjanette Bryant, RN  
District 6, Ellensburg  
**Education:** Associate degree, Yakima Valley Community College. **Present Positions:** Staff RN, Yakima Regional Medical Center. **Present Offices:** Economic and General Welfare Nomination Committee; local unit vice chair (2017-2019), Yakima Regional Medical Center. **Past Positions:** local unit vice chair (2014-2016), Yakima Regional Medical Center.

Timothy R. Davis, RN, MSN, CCRN  
District 15, Pasco  
**Education:** Associate degree, Skagit Valley College; baccalaureate degree, University of Washington, Bothell; master’s degree, University of Washington, Bothell. **Present Position:** Staff nurse, post-anesthesia unit, Kadlec Regional Medical Center. **Present Offices:** President, WSNF. **Past Offices:** Vice president, WSNA; WSNA Representative on WCN board of directors; member, WSNA Cabinet on Economic and General Welfare; chair, WSNA Cabinet on Economic and General Welfare; local unit grievance officer; delegate to UAN General Assembly; member, UAN Board of Directors; delegate. ANA House of Delegates. **Awards, Honors, Service:** WSNA Joanna Boatman Staff Nurse Leadership Award; Skagit Valley College Lewis Award; member, American Association of Critical Care Nurses; member, Sigma Theta Tau.

Susan M. Jacobson, RN  
District 3, Tacoma  
**Education:** Associate degree, Tacoma Community College. **Present Position:** Staff Nurse, St. Clare Hospital. **Present Offices:** Cabinet on Economic and General Welfare; local unit chair; Pierce County Nurses Association District 3 Board of Directors. **Past Offices:** Cabinet on Economic and General Welfare; local unit co-chair; Pierce County Nurses Association District 3 President for two terms; Pierce County Nurses Association District 3 secretary; Pierce County Nurses Association District 3 Board of Directors. **Awards, Honors, Service:** PCNA Nurse of the Year in 2002; Joanna Boatman Staff Nurse Leadership Award in 2005.

**Cabinet on Economic and General Welfare** (10 to be elected)

There shall be ten members on the Cabinet on Economic and General Welfare, including the chairholder, vice chairholder and secretary/treasurer, all of whom shall be elected by secret ballot. The chairholder shall also serve on the WSNA Board of Directors. To be eligible for election to the Cabinet on Economic and General Welfare, a person shall hold current membership in the WSNA, be represented for collective bargaining by WSNA, and meet the definition of staff nurse. A person may serve a maximum of eight consecutive years on the cabinet, except for the chairholder, who may serve up to an additional two years. The officers are the chairholder, vice chairholder and secretary/treasurer. Each shall have served one term or partial term on the Cabinet on Economic and General Welfare within the last three years prior to election as chair, vice chair or secretary/treasurer.

**CHAIR (1)**

Julia Barcott, RN  
District 6, Yakima  
**Education:** Associate degree in Nursing, Yakima Valley Community College; baccalaureate in music education from Central Washington University. **Present Position:** Per diem RN with Sunnyside Community Hospital and dialysis RN for DaVita. **Present Offices:** Cabinet on Economic and General Welfare; local unit co-chair, Yakima Regional Medical Center; member, Yakima Regional Negotiation team; member, Safe Staffing Committee, Yakima Regional Hospital (2010-2011); ANA Standards & Scope of Practice Committee; WSNA-PAC board of trustees. **Awards, Honors, Service:** WSNA Rising Star Award at Leadership Conference; Adversity Award at Leadership Conference; Member of WSNA, ANA, NFN and AFT.

“We are stronger together! United we stand for safe nurse staffing, patient safety, worker rights and labor rights. We’ve endured many battles and have been victorious. Let us continue in solidarity to protect patients and nurses!”
VICE CHAIR (1)

Jane Hill-Littlejohn, BSN, RN
District 2, Shoreline

Education: Baccalaureate in nursing, Seattle University. Present Position: Rapid response staff nurse, Virginia Mason Medical Center. Present Offices: Vice chair, WSNA Cabinet on Economic & General Welfare (2015-2017); local unit chair, Virginia Mason Medical Center local unit (2013 to present). Past Offices: Local unit chair, Virginia Mason Medical Center (since 2007); negotiation team member, Virginia Mason Medical Center. Awards, Honors, Service: Negotiation Team Award - Leadership Conference (2008). Member of WSNA, AACN, KCNA, NFN, and AFT.

“WSNA is a great organization which supports personal and professional growth in the art of nursing. I have served three terms as a member of the Cabinet on Economic & General Welfare and have learned many things along my journey. Some of these pieces of knowledge include: 1.) Never allow fear to hold you back; 2.) Change yourself and you change others; and 3.) Nurture the leader within you; nurture the leader next to you.

“It would be an honor to serve once more on the cabinet as vice chair, continuing to encourage other nurses to be educated about their profession on a local, state and national level.”

SECRETARY/TREASURER (1)

Martha Goodall, RN
District 4, Spokane

Education: Associate degree in Nursing, Spokane Community College. Present Position: Registered nurse, critical care ICU at Providence Holy Family Medical Center. Present Offices: Member, WSNA Cabinet on Economic & General Welfare (2015-2017); chair, local unit at Providence Holy Family Medical Center. Past Offices: WSNA Cabinet on Economic and General Welfare (pre-2007); treasurer, IENA (District 4); delegate. ANA House of Delegates and delegate, UAN Member Assembly. Awards, Honors, Service: 2016 Outstanding Local Unit Chairperson, Providence Holy Family; Providence Holy Family Employee of the Year for Collaboration; 2016 Nurse of the Year (Nursing Excellence) at Providence Holy Family Medical Center.

“I have a long history of being involved. My goal is to make our work both satisfying and safe. I have been an active WSNA member since 1989. I have served in many different ways, including as local unit chair, IENA District 4 Board member, and treasurer; delegate to the ANA, NFN and AFT. I live on the east side of the state and can offer balance to committees as well as experience.”

MEMBER-AT-LARGE (7)

Francesca Castillo, RN, CCRN
District 4, Spokane


“Please consider me for a second term on the Cabinet on Economic & General Welfare. I live in Spokane and bring a voice from the east side of the state. I have been actively involved in union organizing and contract negotiations. Unions are our voices. I would like to continue the union work with WSNA at the cabinet level and would like your consideration.”

Gary Cook, RN, CCRN
District 15, Richland

Education: Associate degree, Columbia Basin College. Present Position: Registered nurse, ICU, CCRN, Kadlec Regional Medical Center. Present Offices: Local unit grievance officer, Kadlec Regional Medical Center; local unit rep, ICU, Kadlec Regional Medical Center. Past Offices: Local unit rep, ICU, Kadlec Regional Medical Center. Awards, Honors, Service: 2016 WSNA Outstanding Negotiation Team.

“Nursing is an awe-inspiring profession and those who chose it are awesome as well. Individually, nurses are powerful, but when they band together, they can accomplish amazing things. To serve nursing and nurses in whatever capacity I can is humbling, inspiring and a privilege. If chosen, I will do everything in my capacity to be worthy of that privilege.”

“We are nurses, we are powerful and we are fearless.”

Edna Cortez
District 2, Lynnwood

Doug Harper, RN
District 2, Mill Creek

Education: Associate degree Shoreline Community College; Bachelor of Arts, English literature, UNLV. Present Position: RN2 at University of Washington Medical Center. Awards, Honors, Service: Member of WSNA, ANA, AFT, and NFN; member, Pacific Northwest Association of Neonatal Nurses; delegate, NFN Assembly.

“I am interested in serving on the Cabinet on Economic & General Welfare as a member-at-large for the 2017-2019 term. I believe my experience with working as a team member for my local unit’s contract negotiation team for the past three contract terms has given me great insight and understanding of the importance labor relations has in impacting the quality of work life for all nurses. I will work cohesively with other members of the Cabinet to continue to review and develop new policies that will work to benefit WSNA members with the economic and general welfare program. Further, I have a desire to work closely with various local units to enhance their participation with WSNA and the collective bargaining process and other labor related activities on behalf of their represented nurses. If given this opportunity, I will serve tirelessly to enhance the effectiveness of this cabinet for the specified term.”
Christopher “CJ” Johnston II, RN  
District 3, Fife  
**Education:** Associate degree, Tacoma Community College. **Present Position:** Staff nurse - PACU, MultiCare Tacoma General Hospital.  
“I am running to serve on the Cabinet on Economic & General Welfare to help local unit members take back control of their working conditions.”

Clarise Mahler, BSN, RN  
District 2, Duvall  
**Education:** Baccalaureate, Humboldt State University, California. **Present Position:** Critical care staff nurse, EvergreenHealth. **Present Offices:** Member, Cabinet on Economic & General Welfare; co-chair, local unit conference committee. **Awards, Honors, Service:** 2013 WSNA Outstanding Negotiation Team Award; AACN.  
“It would be an honor to serve the WSNA and its members.”

Francisco Mendez, RN  
District 98, Sunnyside  
**Education:** Associate degree, Mt. Hood Community College; baccalaureate in science, Seattle University; enrolled in WGU for BSN. **Present Position:** Emergency department RN, Toppenish Community Hospital. **Present Office:** Local unit chair, Toppenish Community Hospital. **Awards, Honors, Service:** Nurse of the Quarter (3rd Quarter 2016) at Toppenish Community Hospital. Currently attending WGU working towards BSN.  
“It would be an honor to serve the WSNA and its members.”

Janet Stewart, BSN, RN  
District 3, Tacoma  
**Education:** Baccalaureate, Pacific Lutheran University. **Present Position:** Staff nurse – critical care, St. Joseph Medical Center - Tacoma. **Present Offices:** Local unit grievance officer, St. Joseph Medical Center - Tacoma (2014 to present); local unit treasurer – St. Joseph Medical Center (2016 to present); negotiating team, St. Joseph Medical Center - Tacoma (2015-2016). **Awards, Honors, Service:** PTA Golden Acorn (Outstanding Volunteer), will receive WSPTA Crystal Award for Volunteer Activity – spring 2017; former Army nurse; Gulf War veteran; Washington State PTA leader since 2004; current co-president for Tacoma Council PTA; current WSPTA Region 10 director.  
“I have been in the nursing profession for 30 years. I believe in being an active participant in my profession to help it continue to progress and grow. Being a leader in my local unit has helped prepare me for greater responsibilities in WSNA. Thank you for considering my nomination.”

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

There shall be at least eleven members on the Council. Seven are elected and four appointed. Five of the seven elected are designated research, education, practice, administration, and ethics and human rights, one at-large and one as chairholder. The chairholder also serves on the WSNA Board of Directors. Additional seats on the Council may be appointed by the WSNA Board of Directors from the membership of the organizational affiliates.

**CHAIR (1)**

Pam Pasquale, MN, RN  
District 7, Wenatchee  
**Education:** Associate degree in nursing, Shoreline Community College – technical arts – labor studies; baccalaureate, Everett Community College; The Evergreen St. College; master’s in nursing, University of Washington. **Present Position:** Self employed – foot care. **Present Offices:** Chair, Professional Nursing & Health Care Council (2015-2017); member, WSNA Board of Directors (2015-2017). **Past Offices:** WSNA Board of Directors (2009-2011); Professional Nursing & Health Care Council (2011-2015); Professional Nursing & Health Care Council (2003-2007); president, Snohomish County Nurses Association (District 9) (1995-2003); numerous with the Snohomish County Nurses Association (District 9) (1989-2007). **Awards, Honors, Service:** Participant/volunteer, Seattle King County Free Health Care Clinic (2014, 2015, 2016); Junior Service League of Wenatchee since 2010.  
“WSNA will have a new executive director starting in 2017, and will benefit from members who have acquired experience and knowledge about issues to maintain WSNA as a recognized leader in assuring RN voices are heard. As of this printing, too much is unknown and threats to practice are real. Members of this council bring not only immeasurable expertise but an extended network of colleagues to maintain our standards of professional practice delivered to our patients in all settings. As chair, I wish to contribute to the transition and focus the council on immediate challenges to scope of practice as it affects nurses in Washington state.”

**ADMINISTRATION (1)**

Rachel Wang Martinez, BSN, RN  
District 2, Seattle  
**Education:** Baccalaureate, Seattle University; master’s of health administration, University of Washington. **Present Position:** Clinical Practice Manager, RN – Neighborcare Health. **Awards, Honors, Service:** Speaker at Institute for Healthcare Improvement (2014); Washington Association of Community & Migrant Health Centers (2015); Washington State Public Health Association (2015); NW Ambulatory Care, Nursing Consortium; King County, Public Health Reserve Corps; member of WSNA and ANA since 2010.  
“I have been a beneficiary of the work of WSNA for a number of years and would like to be able to contribute my perspective as a community health nurse. I believe we need more representation of all care settings and patient populations, especially those most vulnerable (communities of color, immigrants/refugees, etc.)”
those experiencing homelessness, mental illness or substance use disorders). I currently split my time with direct patient care and leading our Primary Care Nurse Team, providing me with a unique perspective and fueling my passion to advocate both for patients and the nurses who care for them. I would be honored to serve as a member of WSNA in the coming years.”

**AT-LARGE (1)**

**Sarah Darveau Foster, RN**
District 2, Seattle

**Education:** Bachelors of science/microbiology and biotechnology, Washington State University; associate degree in nursing, Walla Walla Community College; enrolled in baccalaureate nursing program through Concordia University (anticipate graduation spring 2017), with completion of master of science as family nurse practitioner, fall of 2019. **Present Position:** Emergency department RN, Overlake Hospital Medical Center. **Present Offices:** Political Action Committee – recent interview with recommendation for nomination. **Awards, Honors, Service:** Principal Investigator of Wound Infiltration Comparison Study at Overlake Hospital Medical Center; Island County Democrats – recently nominated for state committeeewoman.

“I would like an opportunity to serve the members of the Washington State Nurses Association. I understand we are collectively stronger together and I will bring passion, leadership, and a strong sense of team to any board I am elected to serve. Truthfully, I have been increasingly motivated by the results of the latest election and view this as a unique opportunity to mobilize and organize to the best of our resources. Together we can work towards stronger professional representation at the state and national level. We can work to elevate the nursing profession into a strong united front advocating for patients, to keep healthcare costs down, and ensure we receive the benefits we work so hard for. Change begins in many forms, often within oneself. I view WSNA representation as my beginning for change.”

**Louanne Housemann, ADN, BSN, MA, RN**
District 4, Spokane

**Education:** Associate degree, Central Texas College, Killeen, TX; baccalaureate, University of the Incarnate Word, San Antonio, TX; master’s in public administration, Midwestern State University, Wichita Falls, TX. **Present Position:** Nurse manager, special procedures unit, interim chief – SPS, Mann-Grandstaff VA Medical Center. **Present Offices:** Member, Professional Nursing & Health Care Council (2011-2017). **Past Offices:** District 4 (IENA) director at large (2008-2009); District 4 (IENA) secretary (2009-2010); District 4 (IENA) secretary (2010-2011); District 4 (IENA) president (2011-2012); District 4, IENA vice president (2013-2014). **Awards, Honors, Service:** Member of ANA, IENA, AACN, PNWSGWA, IAHSCMM, NOVA and Society of GI Nurses (SGNA).

“I have been a nurse since 1974. I retired from the USAF in 1999 and have served my fellow veterans at the Mann-Grandstaff VAMC since then. I bring a unique perspective to the PNHCC as a federal employee and as a veteran who accesses care in Washington. It would be a privilege to serve on the Professional Nursing & Health Care Council again. I will be retiring December 31, 2019 after 45 1/2 years of nursing!”

**Lori Bailey, PhD, CCRN, RN-BC**
District 4, Spokane

**EDUCATION (1)**

**Richard Ramsey, RN**
District 2, Seattle

**Education:** Baccalaureate, University of Florida; master’s, Seattle University; doctorate, American University, Washington College of Law. **Present Position:** Surgical unit RN, Seattle Children’s Hospital. **Awards, Honors, Service:** Published journal article in Journal of Community and Public Health Nursing re: U.S. policy recommendations for pediatric palliative care. Member of WSNA, ANA, Society of Adolescent Medicine & Health, community involvement in Ladybug House (pediatric palliative care).

“Together, we will work to protect and promote ethical behavior in our individual and collective practices and further inalienable human rights, which is so crucial at this point in history. I would be honored to dedicate my time and energy towards helping our members accomplish our mission to better serve our patients and their families and communities. My experiences working as a community health nurse in Kent and Covington, a surgical nurse at Seattle Children’s, and a pediatric palliative care nurse researcher, coupled with my service as an attorney devoted to serving vulnerable populations, prepares me well to serve you.”

**Muriel Softli, BSN, MSN, RN**
District 2, Seattle

**Education:** Diploma, Sacramento State College; associate degree, Sacramento State College; baccalaureate, University of Washington; master’s, University of Washington in public administration and education. **Present Position:** Retired school nurse, Seattle Public Schools. **Awards, Honors, Service:** WSNA Hall of Fame (2000).

“Participating in WSNA webinars, committees, convention and other activities keeps me up to date on nursing trends and development. It is a wonderful experience to have discussions with nursing colleagues in the other specialties of nursing.”

**Jordan E. Pai Palimar, BSN, RN**
District 2, Seattle

**Education:** Associate degree, (social work) Northampton Community College; baccalaureate, Pennsylvania College of Technology; enrolled in MSN program through University of Washington-Bothell. **Present Position:** Orthopedics RN2, University of Washington Medical Center.

“I look forward to serving nurses in Washington to continue to elevate the standard at which they practice, influence policy and healthcare at both a local and national level.”
Bobbi Woodward, BSN, MSN, RN
District 4, Spokane

**Education:** Associate degree, Spokane Community College; baccalaureate, Washington State University; master’s, FNP, Washington State University. **Present Position:** Nurse practitioner, Internal Medicine – Rockwood Clinic. **Present Offices:** Director at large, Legislative Health Policy Council (2012-2016); IENA District 4, independent practice rep. **Past Offices:** President, IENA District 4 (2014); secretary, IENA District 4 (2013). **Awards, Honors, Service:** IENA Scholarship recipient; member, ANA; member, ARNP’s United of Washington.

“I enjoy participating in practice and legislative activities that support the autonomy and knowledge of registered nurses and if elected, serving the nurses of Washington State by advocating for professional and public health issues.”

**RESEARCH (1)**

Anne Hirsh, PhD, ARNP
District 2, Seattle

**Education:** Baccalaureate from Washington State University; master’s from the University of Washington; doctorate from Indiana University. **Present Position:** Associate Dean for Graduate Education, Seattle University College of Nursing. **Present Offices:** WSNA Professional Nursing & Health Care Council – Research Position (2015-2017). **Awards, Honors, Service:** Member of WSNA since 1974-1983 and 2011 to present; FFellow, American Association Nurse Practitioners; Fellow in the American Academy of Nursing; Outstanding Service Award, Empire Health Foundation; member of Sigma Theta Tau; Public Health Service Corps Volunteer; Health Care for the Homeless; Ronald McDonald House; Group Health Foundation; Washington Center for Nursing Board of Directors. **Present Offices:** Chair-WSNA Legislative & Health Policy Council (2015-2017); WSNA Board of Directors (2015-2017); President, Inland Empire Nurses Association (District 4) (2016-2017). **Past Offices:** local unit co-chair of conference committee, Sacred Heart Medical Center; member, Legislative and Health Policy Council. **Awards, Honors, Service:** Undergraduate Faculty Award from Spokane Teachers Credit Union; Lifetime Achievement – IENA (2015); member of Sigma Theta Tau; Washington Public Health Association; interest in Healthcare Policy. Involved in League of Women Voters, Spokane County Democrats.

“As a nurse educator and nurse researcher, I am well-prepared to contribute in a meaningful way to the work and mission of WSNA. My previous involvement on a variety of governing boards, as well as my work as a member of the Washington State Common Measure Set for HealthCare Quality and Cost Committee, will serve me well in defining best practices, quality measures and the role of professional nursing.”

**Legislative and Health Policy Council (4 to be elected)**

There shall be seven members on the council, four elected and three appointed. The four elected include three at-large and one chairholder. The chairholder also serves on the WSNA Board of Directors.

**CHAIR (1)**

Lynnette Vehrs, MN, RN
District 4, Spokane

**Education:** Master’s, Washington State University. **Present Position:** Retired Nursing Instructor, Washington State University; Volunteering at a homeless shelter in the clinic. **Present Offices:** Chair-WSNA Legislative & Health Policy Council (2015-2017); WSNA Board of Directors (2015-2017); President, Inland Empire Nurses Association (District 4) (2016-2017). **Past Offices:** local unit co-chair of conference committee, Sacred Heart Medical Center; member, Legislative and Health Policy Council. **Awards, Honors, Service:** Undergraduate Faculty Award from Spokane Teachers Credit Union; Lifetime Achievement – IENA (2015); member of Sigma Theta Tau; Washington Public Health Association; interest in Healthcare Policy. Involved in League of Women Voters, Spokane County Democrats.

“I am passionate about quality health care in the state of Washington. I want to bring about constructive changes to our health care system and this can be done best through the legislative process.

“I have been a member of this Council for six years. I have been your chairwoman of this council for the last two years. I have great respect for our WSNA staff and their incredible thoroughness and communication skills and enjoy working with them. This is an important council that serves our members’ interests.

“I will continue to advocate for protecting our scope of practice, the health of the public, and the social justice in the delivery of health care.

“I am looking forward to continuing to serve you on this council as your chairwoman. I appreciate your vote.”

**AT-LARGE (3)**

Erin Allison, RN, CEN
District 1, Bellingham

**Education:** Associate degree, Whatcom Community College; baccalaureate in Science-Mechanical Engineering, University of Nebraska. **Present Position:** Emergency department – Staff RN, PeaceHealth St. Joseph Medical Center. **Past Offices:** Director at large – west, NSWS (2013-2014). **Awards, Honors, Service:** Certified Emergency Nurse (CEN); member of Emergency Nurses Association (ENA); treasurer (2016 to present) for Philanthropic Educational Org, member since 2005.

“Nurses are some of the most hardworking people that I know. Our jobs are extremely demanding. I have always been an advocate for my patients, but also have a passion to advocate for my fellow nurses. As an elected officer to WSNA’s Legislative and Health Policy Council, I intend to work diligently toward workplace safety, safer staffing ratios and many other issues affecting nurses today. Thank you for your vote.”
Susan Dunn, MS, RN
District 2, Seattle

Education: Baccalaureate, Seattle University; master’s, Western Governor’s University. Present Position: Charge – staff RN, Virginia Mason Hospital. Present Offices: WSNA Legislative & Health Policy Council (2015-2017); local unit grievance officer (2007 to present), Virginia Mason Hospital. Awards, Honors, Service: WSNA Economic and General Welfare Grievance Officer of the Year Award.

“I have served as an administrator for Health and Student Support at Capital Area Educational Service District 113, in Tumwater, Washington, since 2002, where I supervise and support school nurses in five counties: Thurston, Mason, Grays Harbor, Pacific and Lewis, and administer multiple related health and social service programs. I believe that providing quality service for children and families must include an intentional focus on equity in both the health and education arenas. My professional interests focus on health care policy, and I am currently legislative chair for the School Nurse Organization of Washington (SNOW). I became an RN in 1985 and graduated with my BSN from Saint Martin’s University in 1988. I received my MSN in leadership and health care policy from Saint Martin’s University in 1998 and am a nationally certified school nurse with more than 15 years of experience in school health. I am a member of the Washington State Nurses Association, the Washington Association of School Administrators, the National Association of School Nurses, and the American School Health Association. I am honored this year to have been chosen as Washington State School Nurse Administrator of the Year by the School Nurse Organization of Washington. I live in Olympia and have a large blended family who keep me centered. I spend my free time hanging out with my kids, reading, gardening, cooking and traveling whenever I can.”

Lynn Nelson, MSN, RN
District 13, Olympia


Jeremy King, BSN, RN
District 2, Seattle

Education: Baccalaureate, Seattle University; master’s in nursing-in-progress at Seattle University. Present Position: Emergency Room RN, Swedish-Edmonds. Previous Office: Local unit co-chair (2006-2016), Seattle Children’s Hospital; local unit grievance officer (1998-2016), Seattle Children’s Hospital. Awards, Honors, Service: Graduated cum laude, Seattle University; member of the 46th District Democrats.

“Awards, Honors, Service: WSNA Legislative & Health Policy Council (2013-present).”

Susan E. Jacobson, RN, CCRN
District 6, Yakima

Education: Associate degree, South Puget Sound Community College. Present Position: Charge RN, CCRN-ICU, Yakima Regional Medical & Cardiac Center. Present Offices: Member, WSNA Nomination/Search Committee (2015-2017); board member, WSNA District 6 (2007-present); vice president, National Federation of Nurses (2016-present). Past Offices: President, WSNA (2013-2015); Vice President, WSNA (2011-2013); chair, WSNA Legislative & Health Policy Council (2007-2011); member, Legislative & Health Policy Council (2002-2011); WSNA Board of Directors (2007-2015); member, WSNF Board of Trustees (2007-2011); chair, WSNF Board of Trustees (2011-2013); co-chair, Yakima Regional Medical & Cardiac Center local unit (2011-2013); member, ANA Nominating Committee; Former UAN Assembly Delegate; member, Negotiation Team - Yakima Regional Medical & Cardiac Center. Awards, Honors, Service: WSNA District 6 Excellence in Leadership Award; WSNA Cabinet on Economic and General Welfare - Nurse Hero Award; mentor, Yakima Valley Community College Nursing School Students; mentor, ICNE Nursing School Students; leadership mentor, Yakima Valley Community College Student; AACN-CCRN certification/member.

“My 19 years in nursing have taught me that my role as a patient advocate must go upstream from the bedside if I am going to truly make a difference in my patients’ well-being. I feel there is great opportunity in our state and nationally to make a difference for Washingtonians’ and all Americans’ health. I feel called to contribute and inspired to serve. I feel that as a member of WSNA’s Legislative & Health Policy Council, I have the best chance to do so. Please consider me for this honor.”

Susan Dunn, MS, RN

“I have been an acute care nurse for over 30 years and am completing my first term on the Legislative & Health Policy Council. Over the last two years, I have learned a lot about the legislative process and enjoy the opportunity to have input into legislation related to nursing and healthcare. I would appreciate the opportunity to continue to be involved in this very important and challenging area.”

“I have reached a time in my family where I am able to give energy to my professional organization again. My children are both in school and my wife has finished her probationary year with the Seattle Fire Department. I am back in school and on track to graduate in 2018 with my MSN from Seattle University. I have a growing interest in health care policy and political advocacy. I think I would be an asset to the Legislative & Health Policy Council. I am at a place in my life where I can fully commit to being an active, dedicated member of this council.

“My 19 years in nursing have taught me that my role as a patient advocate must go upstream from the bedside if I am going to truly make a difference in my patients’ well-being. I feel there is great opportunity in our state and nationally to make a difference for Washingtonians’ and all Americans’ health. I feel called to contribute and inspired to serve. I feel that as a member of WSNA’s Legislative & Health Policy Council, I have the best chance to do so. Please consider me for this honor.”
ANA Membership Assembly 2017-2019

Two representatives, one of whom shall be the WSNA president and one to be elected, will serve as delegates to the 2018 Membership Assembly and will take office on July 1, 2017, and serve through elections in 2019.

- Julia Barcott, District 6, Yakima
- Jan Bussert, District 2, Vashon
- Renata Bowlden, District 3, University Place
- Chuck Cumiskey, District 13, Olympia
- Darlene Delgado, District 2, Kirkland
- Sarah Darveau Foster, District 16, Camano Island
- Justin Gill, District 17, Gig Harbor
- Martha Goodall, District 4, Mead
- Jennifer Graves, District 2, Seattle
- Sally Herman, District 16, Mt. Vernon
- Judy Huntington, District 2, Kent
- Susan E. Jacobson, District 6, Yakima
- Judi Lyons, District 18, Ellensburg
- Frankie Manning, District 2, Bellevue
- Jordan Elizabeth Pai Palimar, District 2, Seattle
- Muriel Softli, District 2, Seattle
- Christina Stephens, District 3, Tacoma
- Anita Stull, District 2, Seattle
- Anne Whitley, District 6, Yakima
- Rosa Young, District 2, Seattle

Director to NFN National Executive Board

This is one of two NFN directors who represent WSNA on the National Executive Board (NEB) of the National Federation of Nurses. Directors are elected every two years and serve staggered four-year terms. The director elected in 2017 will serve a four year term beginning Jan. 1, 2018, through Dec. 31, 2021. The director must be a WSNA member who is a member of a WSNA bargaining unit throughout the term of office.

- Renata Bowlden, District 3, University Place
- Martha Goodall, District 4, Mead

Delegate to the 2018 AFT Convention

Delegates to the biennial AFT National Convention are elected for a two-year term. AFT conventions are held in the even year (2018). Delegates elected following the 2017 WSNA Convention will serve as delegates to the 2018 AFT Convention.

- Julia Barcott, District 6, Yakima
- Renata Bowlden, District 3, University Place
- Francesca Castillo, District 4, Spokane
- Sarah Darveau Foster, District 16, Camano Island
- Martha Goodall, District 4, Spokane
- Judi Lyons, District 16, Ellensburg
- Susan E. Jacobson, District 6, Yakima
- Jordan Elizabeth Pai Palimar, District 2, Seattle
- Christina Stephens, District 3, Tacoma
- Anita Stull, District 2, Seattle
Biennial Reports
Vision, mission & goals

Purposes

The purposes of the Washington State Nurses Association shall be:

- To work for the improvement of health standards and the availability of health care service for all people.
- To foster high standards of nursing.
- To stimulate and promote the professional development of nurses and advance their economic and general welfare.

These purposes shall be unrestricted by considerations of age, color, creed, disability, gender, health status, life style, nationality, race, religion or sexual orientation.

Vision

The Washington State Nurses Association is the collective and leading voice, authority, and advocate for the nursing profession in the State of Washington.

Mission

The Washington State Nurses Association provides leadership for the nursing profession and promotes quality health care for consumers through education, advocacy, and influencing health care policy in the state of Washington.

Goals

- Nurses in Washington state will be informed on issues and trends that affect their professional practice.
- The Washington State Nurses Association will lead the profession wherever decisions are made affecting nursing and health care.
- The Washington State Nurses Association will anticipate and respond to the changing needs of the profession and nurses.
- The Washington State Nurses Association will maintain and strengthen nursing’s role in client advocacy for consumer safety and quality health care.
- The Washington State Nurses Association will be responsive to the cultural diversity needs of its members and to the consumers of health care.
- The Washington State Nurses Association will promote the professional development and advance the economic and general welfare of all nurses.

Reviewed and approved by the Board of Directors Mar. 23, 2017.
WSNA’s issues and priorities 2015–2017

**Legislative & Health Policy Council**

**Issues**
- Nursing Shortage
- Target Funding for Nursing Faculty & Education Programs
- ACA & Health Reform Implementation
- Funding / Revenue for Health Safety Net Programs
- Economic Value of Nurses
- Patient Safety & Quality Improvement in Health Care
- Public Health
- Health & Safety
- Safe Staffing
- Collective Bargaining, Free Speech Rights & Right to Work

**Target for Member Involvement**
- Political / Election Mobilization
- Nurse Legislative Day
- Legislative Advocacy Camp

**Mechanisms to Address Issues**
- Propose / Respond to Legislation & Regulation
- WSNAPPAC
- Coordinate Agenda with Other Speciality Orgs
- Educational Workshops
- Action Alerts
- WSNA Legislative / Regulatory Agenda

**Board of Directors**

- Membership Campaign
- Financial Stability & Growth
- Enhance Engagement & Direct Communication with Members
- Association Operations Effectiveness
- Develop New External Relationships
- Strengthen Districts and Regionalization Efforts
- Visibility / Nursing Image / Communications Campaign
- Increase Collaboration with Nursing and Other Labor Partners
- Enhance Relationships with ANA, NFN & AFT

**Professional Nursing & Health Care Council**

**Issues**
- Nursing Workforce Issues
- Nursing Care Quality Assurance Commission
- Multistate Licensure / Interstate Compact
- Cross-border Practice
- Code of Ethics
- Evidence-based Practice
- Scope of Practice / Encroachment / New Roles
- Erosion of Public Health Nursing
- Patient Safety Culture / Medical Errors
- Workplace Health & Safety / Violence / Bullying
- Implementation of IOM Future of Nursing Recommendations
- Health Equity & Health Disparities
- Nursing Practice Issues in All Settings
- Environmental Health & Safety
- Changes to Healthcare Payment & Reporting Requirements

**Target for Member Involvement**
- Build Relationships with Schools of Nursing, NSWS and Other Groups of Nurses
- Professional Development / Continuing Education

**Mechanisms to Address Issues**
- Seek Direct Input from Membership, WSNA Org. Affiliates, WCN & Other Target Nursing Groups
- WSNF (Support Research & Education)
- Development of Position Papers, Toolkits, & Other Resources

**Cabinet on Economic & General Welfare**

**Issues**
- Staffing Standards / Levels / Ratios
- Mandatory Overtime / On-call / Rest Breaks
- Health & Safety (Violence / Fatigue / Safe Patient Handling)
- Wages / Working Conditions
- AFL-CIO Local Affiliations
- Protection of Nursing Practice
- Threats to Collective Bargaining / Anti-union Efforts
- Ethical Work Environment / Just Culture

**Target for Member Involvement**
- Statewide Organizing
- Strengthen Local Units (Minimum 75% in all Local Units)
- Leadership Development Conference
- Unity Activities

**Mechanisms to Address Issues**
- Contract Language
- Develop & Strengthen Local Unit Structure
- Local Unit Leadership Council and Regional Councils
- Develop Relationships with Labor Community
- Grievance / Arbitration / Litigation
- AFT Organizing Model
WSNA continues to be the collective voice of all 85,000-plus nurses in Washington, as well as the most trusted voice for the patients we serve. Now, more than ever, having a strong collective voice to advocate for our patients is essential. We have used that powerful voice over the past two years in many ways and at many tables.

WSNA continues to march toward the overarching goal of creating an environment in our state that allows nurses to safely practice their profession, to the full extent of their license, in an environment that will not compromise their ethics.

One of our greatest concerns is the consolidation of healthcare and what that means for staffing and patient safety. The vast majority of hospitals in our state have affiliated or merged with other facilities or corporations. We worry when decisions are made that put profits before patients. We have seen the results of cuts made in staffing and the effects that these cuts have had on patient and nurse safety.

During the WSNA General Assembly and Roundtable Dialogue Sessions at the 2015 Washington State Nurses Convention, WSNA members provided direction on priorities and policies for the next two years of work. Our members identified safe staffing as the top priority. The WSNA Board of Directors used this feedback along with a comprehensive environmental scan to develop the 2015-2017 Issues and Priorities document, which has guided our work over the past two years. I would like to report on the ongoing work that WSNA has committed to and the progress we have made toward achieving our goals. WSNA has taken on this challenge by finding new ways to amplify our voices and ensure that nurses’ expertise and skills are being respected and valued.

**Safe Nurse Staffing:** Staffing is the number one issue for nurses locally and nationally. We are pursuing all avenues to address this including: legislation, increased regulation, litigation and contract negotiations. This is a multi-year battle, but the evidence is clear: higher RN-to-patient ratios improve patient safety and quality outcomes, increase nurse safety and retention, improve patient satisfaction and saves money.

WSNA, in collaboration with other health care unions in Washington, has pressed for safe staffing legislation requiring transparency with unit-specific nurse-patient ratios. However, as with other states, we continue to be met with huge resistance and opposition by the hospital industry.

**Nurse/Patient Safety:** Increased violence in our workplace and practice settings has continued. We are working in partnership with AFT and ANA to advocate for an OSHA standard that addresses violence in the workplace. Also of note, due to healthcare leadership’s failure to create an effective safety culture for nurses, The Joint Commission has issued a new Sentinel Event alert to help healthcare organizations improve the culture of safety in their workplaces. We will be active, in partnership with ANA and AFT, to monitor our workplace settings and communicate with The Joint Commission when we have specific concerns.

We also know that appropriate and affordable access to mental health services will reduce the number of psychiatric patients who are boarded inappropriately in our ERs and med-surg units. We are working in coalition with advanced practice nurses and are in conversations with legislators to increase the number of psychiatric beds available in our state. In addition, this work includes advocating for advanced practice psychiatric nurses to work at the full extent of their license. This will reduce the current backlog of patients needing evaluation and treatment and reduce the number of boarded psychiatric patients.

**Public Health:** Based on the belief that Public Health Nursing is an essential service, WSNA continues to advocate legislatively for a stable and adequate source of public health funding. This includes funding for foundational public health services that would be accessible in every community across the state. This funding is also essential to support First Steps, maternal support services and infant care management programs at the local level.

**National Focus:** The implications of health care reform for our state and our country has consumed a lot of time and attention. We are advocating for affordable access to insurance and to basic healthcare services that encompass the ANA’s Principles for Health System Transformation.

**Advocacy:** Advocacy Camp and Nurse Legislative Day continue to bring hundreds of nurses and nursing students to Olympia for hands-on education in the legislative process and how to lobby their legislators. In addition, we held member events in a variety of legislative districts called “When Nurses Speak, We All Win.” These events bring legislators together with nurses in round-table discussions of what nurses really face in their day-to-day work. These stories help connect the dots between safe nurse staffing and patient outcomes. I have seen legislators take action based on these compelling nurse stories.

In our bargaining units, nurses are engaged in patient advocacy. The number of nurse activists and the number of nurses actively engaged in their local units has increased dramatically. Notable results include a precedent-setting lawsuit settlement in one of our facilities that included back pay for missed breaks and instituted a “block break relief system” to ensure uninterrupted rest periods. The hospital also committed to hiring additional break relief nurses. In another facility, we achieved contract language with unit-specific nurse-to-patient ratio language based on the ANA “Principles of Safe Nurse Staffing.” We continue to achieve contract language in many of our bargaining units that improves nurse staffing and nurse and patient safety.

We win these successes when members work and advocate together, through protracted contract negotiations and arbitrations, speaking with one voice to make a difference in their workplace and practice environment.

This is only a summary of WSNA activity for the past biennium. Please read the programmatic reports for more specific information. Then come to your WSNA General Assembly meeting ready to participate in setting our agenda for our future.
The 2015-2017 biennium has been another busy and productive one for WSNA. I would like to first acknowledge the leadership of the WSNA Board, Cabinet and Councils as they provided leadership and direction to the WSNA governance structure and helped focus the work of the association on those priority issues identified in the 2015-2017 WSNA Issues and Priorities list. I would also like to recognize the members of the WSNA staff for their hard work and steady commitment to the members and the work of the association. The partnership forged between our talented and committed member-leaders and staff is a key reason for most of the successes mentioned in the president’s biennial report and the structural unit reports that follow. Additionally, I would like to highlight a few of the many WSNA accomplishments of the past two years:

- The good news, despite the challenging economy, is that WSNA continues in a strong, positive financial position. Thanks to the hard work of our members, leaders and staff, we have continued to grow our membership to new heights in each of the last two years and have met the Board’s financial goals for reserves.

- Attendance at the annual Nurse Legislative Day also continues to grow, with more than 600 in attendance in both 2016 and 2017. We also continue to have a strong RN presence in the Washington State Legislature with RN Representative Eileen Cody serving in key leadership positions. Lynnette Vehrs ran for the Legislature in 2016 in LD-6 and made a strong showing in her primary campaign; however, she lost narrowly in November. The WSNA-PAC members and political staff are committed to increasing our RN numbers in the Washington State Legislature and are actively recruiting additional nurses who may be interested in running for elected office in the future.

- Now in its seventh year, our annual Nurse Legislative Advocacy Camp has trained more than 150 additional new nurse activists in the art of effective advocacy, lobbying, and messaging during the biennium and they are now actively involved in our nurse mobilization efforts in Olympia.

- Throughout the biennium, WSNA members and staff increased our involvement and influence in policy work with many state regulatory agencies in the areas of implementation of the Affordable Care Act, Medicare/Medicaid reform, environmental health, workplace safety, nursing and health personnel shortages, disaster preparedness, prevention of medical errors, workplace violence, public health, and numerous scope of nursing practice and education issues.

- WSNA continues to expand and be an active participant and partner in many coalitions that support access to care and funding for core health care programs including: Healthy Washington Coalition, Mental Health Parity Coalition, Work and Family Coalition, Health Coalition for Children and Youth, Public Health Funding Coalition, Revenue Coalition, Puget Sound Health Care Alliance, Health Care Advocates Coalition, Washington Health Alliance, Washington Community Action Coalition, Foundation for Healthy Generations, Shared Prosperity Coalition, and many other coalitions supporting patient safety, labor, nursing practice, education and implementation of health care reform.

- WSNA members and staff have continued to be actively involved in the National Federation of Nurses (NFN). WSNA has had three members serving on the NFN Executive Board: Susan E. Jacobson, NFN vice president and NFN directors, Renata Bowlden and Judi Lyons. WSNA is also represented on the NFN National Advisory Board by WSNA Cabinet Chair Julia Barcott, WSNA President Jan Bussert, Assistant Executive Director for Labor Christine Himmelsbach Watts, and myself as WSNA executive director. WSNA sent 10 members to the 2015 and 2016 National Labor Academy (NLA) and will send 10 members to the 2017 AFT/NFN joint PIC/NLA conference and six delegates to the NFN National Federation Assembly in October 2017.

- Since our affiliation in February 2013, WSNA has been an active participant in AFT, including sending 20 WSNA members to participate as elected delegates to the 2016 AFT biennial convention. WSNA is represented on the AFT Professional Policy Council (PPC) of the AFT Nurses and Health Professionals Division by Julia Barcott, E&GW Cabinet chair, and myself. In choosing AFT, WSNA achieved national AFL-CIO affiliation. We believe this partnership has enhanced the voice and power of our nurses to advocate for quality care for our patients, uphold high standards for the nursing profession, and improve working conditions for nurses at the local, state and national level. Through the affiliation, WSNA now has access to greater resources to navigate the looming changes in health care delivery and more opportunities to advocate for our patients while doing so.

- Both the WSNA-PAC and the Washington State Nurses Foundation have engaged in highly successful fundraising campaigns to support their respective work in both 2015 and 2016 and plan to continue this work in 2017.

- WSNA was again awarded a grant in 2015 from the John H. Merck Foundation to help support the fine work of our environmental health specialist, Karen Bowman, to educate and help nurses become effective environmental activists for healthcare and workplace safety. WSNA
is recognized both in the state and nationally for its legislative and coalition achievements in this area.

- Implementation of the 2008 Safe Staffing legislation has proved to be elusive, challenging and time-intensive for staff and member-leaders alike. Safe staffing continues to be the number one issue identified by nurses all across the country. Throughout the biennium, WSNA has led legislative efforts to improve the existing staffing laws to achieve safe staffing standards, uninterrupted meal and rest breaks, and further limits to the use of prescheduled on-call. Lobbying for passage of these bills continues to be a major focus of our efforts in the 2017 Legislature.

- All programmatic areas of WSNA have worked together to address the staffing issues and their impact on patient and nurse safety. WSNA has used a wide range of strategies and approaches to address these issues, including legislation, contract negotiations, enforcement of regulations, grievances and arbitrations, law suits, education sessions about the evidenced-based research, statewide media campaigns and collaboration with other unions and groups. While significant progress has been made, much remains to be done and we will continue to use every strategy necessary to assure that nurses are entitled to and receive uninterrupted meal and rest breaks.

- 2015 and 2016, also saw a continuation and an increase in difficult and protracted labor negotiations, often requiring an unprecedented number of bargaining sessions, informational picketing and mediation before achieving an agreement. In spite of the contentious labor environment, more than 35 contracts were successfully negotiated and WSNA registered nurses, working closely with staff, won significant gains with limited take-backs.

- Electronic communication with members and use of social media continued to explode during 2015 and 2016. The WSNA web pages have been reformatted to accommodate easy access by computer, smart phone and tablets and more content has been added; the WSNA News Update, included on the home page, provides breaking news as it occurs; an improved formatting for our electronic newsletters (offered weekly or on an as needed basis) allows for short video links and more robust messaging. In addition to the biweekly WSNA E-Bulletin are weekly Legislative Action updates and alerts, local unit news alerts, nursing practice updates, district nurses associations’ announcements and WSNF activities. Additionally, frequent targeted group e-mails were used to push important information to WSNA members in a timely manner along with Facebook and Twitter postings. WSNA also uses targeted robocalls to extend our communication reach and mobilize nurse members to action when needed quickly.

- WSNA continues to facilitate and support the ongoing development of the Nursing Students of Washington State (NSWS), providing financial and technical support to help nursing students across the state become involved in the National Student Nurses Association and WSNA. NSWS will hold its 10th annual convention in conjunction with the WSNA convention on May 6, 2017.

- WSNA has worked closely with other specialty nursing organizations, labor unions, health care associations and patient advocacy groups to address a number of joint concerns. Several nursing specialty organizations, including the School Nurses of Washington (SNOW), ARNP’s United of Washington State, the Association of Advanced Psychiatric Practice Nurses (AAPPN), the Washington Chapter of the American Association of Nurse Midwives, the Washington Chapter of the Association of Nurse Anesthetists (WANA), the Council of Nurse Educators in Washington State (CNEWS), the Mary Mahoney Professional Nurses Organization, NW-ONE and the clinical nurse specialists, have sought out WSNA for joint planning and coalition work. WSNA is now the selected partner of both SNOW and AAPPN for their legislative and lobbying services.

- During 2015 and 2016, WSNA continued to be very involved as a member and partner with the Washington Center for Nursing (WCN) and the Washington Nursing Action Coalition (WNAC), which are spearheading the implementation of the IOM report, “The Future of Nursing: Leading Change, Advancing Health,” released in 2010. WSNA and the WNAC efforts are focused on key recommendations in the report that allow and encourage all RNs to work to the full extent of their education and training; achieve a more highly educated workforce; and reinforce the role of nurses in primary care and other expanded roles.

- WSNA, also in collaboration with the WCN and CNEWS, has engaged in successful joint efforts to implement the Master Plan for Nursing Education in Washington State and will continue to update this work into the next biennium.

As I begin my 18th and final year as your WSNA executive director, I continue to appreciate the support and encouragement that you have given me as we have worked together over these many years. As you know, the WSNA Board of Directors has recently selected Sally Watkins, PhD, MS, RN to be the new WSNA executive director when I retire in June. I am so excited and thrilled to be able to hand over the organization to such an accomplished, dedicated, capable leader. She is a tireless, effective advocate for nurses, quality patient care and the nursing profession. Many of you already know Sally when she was the WSNA assistant executive director for nursing practice, education and research from 2007 to 2014 and from other roles she has held in our state and nationally over the years. I know that Sally and our staff will thoroughly enjoy working with and on behalf of all of you over the next biennium and I have the greatest confidence that with Sally at the helm, WSNA will continue to grow and thrive in well into the future.
Secretary/Treasurer
Judy Turner, RN, Port Orchard

The WSNA Board of Directors met at the WSNA headquarters a total of seven times in the 2015-2017 biennium: Aug. 7, 2015; Dec. 11, 2015; March 17, 2016; Aug. 5, 2016; Dec. 9, 2016; Jan. 6, 2017 (special meeting of the BOD for the Executive Director Interviews); and March 24, 2017.

Meetings of the Board of Directors Executive Committee were also held 6 times: July 13, 2015; Nov. 4, 2015; Feb. 19, 2016; June 6, 2016; Oct. 19, 2016; and Feb. 24, 2017

Finance Committee
Treasurer and Chairholder: Judy Turner, RN, Port Orchard; Jan Bussert, WSNA President, Vashon; Jennifer Graves, WSNA Vice President, Seattle; Marci Turpin, E&GW Secretary Treasurer (2015-June 2016)


Accomplishments
- Continued financial stability.
- Balanced budget for both years.
- Successful “clean” audits by auditing firm of Verity Accountancy, PC.
- Demonstrated significant financial improvements and growth in positive net assets and reserves for both 2015 and 2016.
- Continued growth of membership. The Washington State Nurses Association is the largest constituent state nurses association of the American Nurses Association.

Cabinet on Economic & General Welfare
Chairperson: Julia Rose Barcott, Yakima; vice chair Jane Hill-Littlejohn, Seattle; secretary / treasurer: Susan M. Jacobson, Tacoma; Catherine (Cathy) Powers, Seattle; Cynthia Juarez, Seattle; Clarise Mueller, Seattle; Martha Goodall, Spokane; Francisco Costello, Spokane

The Washington State Nurses Association E&GW program is focused on achieving the best possible outcomes for all registered nurses in Washington state. Our goals and actions are aligned with the WSNA Issues and Priorities as established by the WSNA Board of Directors.

We have taken on the challenges to meet the growing demands of the current labor environment, the economy and the nursing profession. With our strong union arm and the united voices of nurses to oversee and protect the safety and working conditions of the nurses we represent, we positively impact thousands of lives every day.

In addition to our affiliation with the National Federation of Nurses (NFN), our affiliation with the American Federation of Teachers (AFT), AFL-CIO, which began in February 2013, has increased the voice and power of nurses to advocate for quality care for our patients, uphold high standards for the nursing profession, and improve working conditions for nurses at the local, state and national level. AFT is providing important additional resources and support for WSNA and for our collective bargaining members.

Thirty-one collective bargaining agreements were negotiated by WSNA in the last biennium. These agreements set new standards in nurses’ practice environments, salaries and benefits. WSNA’s collective bargaining continues to raise the bar for recognition and respect for nurses at the bedside and in direct care. We are committed to efforts that maintain standards and conditions which support and protect nurses in every represented setting.

WSNA continues to represent the needs of registered nurses through effective enforcement of collective bargaining agreements, utilizing a variety of available tools and resources. We have engaged in a record-setting number of filed grievances and arbitrations, as well as unfair labor charges and legal proceedings, to demonstrate our commitment to fair and equitable treatment of nurses in our represented bargaining units.

WSNA’s legal efforts have resulted in a number of significant gains for nurses over the past biennium, particularly on the rest/meal break issue. A landmark arbitrator’s decision, which continues to be challenged in the courts by the employer, outlawed the use of “break buddies.” In another lawsuit, WSNA and the employer reach a settlement agreement that included a guarantee of “block breaks,” a commitment to hire additional break relief nurses and millions in back pay for the nurses.

The Cabinet and WSNA staff have made substantial progress toward our targets for member involvement through statewide organizing, strengthening local units, leadership development and unity activities. Together with identified member leadership, WSNA staff are engaging RNs by the hundreds, resulting in significant increases in local unit activities, committees and membership growth.

The Cabinet on E&GW has worked closely with WSNA staff to strengthen the labor program and is committed to improving
working conditions and union strength for nurses, particularly in the seven issue areas identified in our 2015-2017 Issues and Priorities.

**Issue: Staffing Standards, Levels, Ratios**

WSNA has used multiple mechanisms to make progress establishing safe staffing standards and levels in all facilities. Through improved contract language, strengthening, increased outreach to the labor community and strong organizing, we have made substantial progress.

**Mechanism: Contract Language**

WSNA leadership, legal staff and coalition partners developed coordinated bargaining principles and preliminary model contract language for contract proposals and counters. We are striving to achieve safe staffing for our nurses by including meaningful dialogue and, in some cases, mutual agreement between employers and WSNA related to staffing provisions such as nurse-to-patient ratios, ADO forms, necessary staffing for break relief, empowering staffing committees, and prevention of mandatory floating without requisite training/orientation. Successes of note:

- **Ratios in the contract**: Our bargaining agreement with Tacoma General Hospital, reached in December 2016, includes firm, detailed nurse-to-patient ratios – a first for a nurses’ contract in Washington state. The ratios cover 10 units in the hospital: Medical/Surgical, Progressive Care, Critical Care, ED, OR, PACU, NICU, Birth Center, Women and Infant and Antepartum. There is a financial penalty of $5 per hour for nurses forced to “surge” up one or two additional patients, and the contract includes a hard cap on how many patients a nurse can take in a “surge” situation.

- **New contract language**: At St. Clare Hospital, the WSNA bargaining team achieved strong contract language that articulates management’s commitment to make a good faith effort to assure staffing adequate for breaks, patient safety and nurse health and to seek input from nurses on the development and modification of staffing plans.

- **Grievable staffing language**: New staffing language at the University of Washington Medical Center holds the hospital accountable for safe staffing levels and safe patient loads, and allows RNs to get their rest breaks, meals and vacations. Safe staffing allowing for breaks is now enforceable through the grievance process.

**Mechanism: Develop Relationships with Labor Community**

In 2016, WSNA launched an aggressive community campaign to put “Patients Before Profits.” With the assistance afforded by a grant from AFT and strong community and labor partner support, we continue to call on hospitals to provide necessary staffing to provide safe, quality patient care. We have successfully partnered with our labor community, resulting in record numbers turning out for solidarity events, hundreds of signatures collected on petitions and letters of support.

**Issue: Mandatory Overtime, On-call, Rest Breaks**

Through bargaining and litigation, we have made progress limiting mandatory on-call and securing safe break relief.

**Mechanism: Contract Language**

WSNA discussed, proposed and obtained contract language that limits mandatory call, on-call and rest breaks. On the defensive front, WSNA fought off management proposals to expand mandatory call in several bargaining units, including one that would have expanded mandatory call hospital-wide and another contract exempting per diem nurses from mandatory call. Another bargaining unit fought off attempts by management to get intermittent breaks into the contract. In one new contract, safe staffing allowing for breaks is now enforceable through the grievance process.

**Mechanism: Litigation**

In 2017, WSNA achieved a landmark settlement in our rest and meal break lawsuit at St. Joseph Medical Center in Tacoma, filed by WSNA in May 2015. Nurses at St. Joseph Medical Center, as at many other hospitals around the state, were too often working long hours without any opportunity to take the meal and rest breaks guaranteed under the law. The settlement agreement included block breaks, additional RN relief nurses and $5 million dollars in back pay for the nurses.

WSNA continues our legal effort to hold Tacoma General Hospital to the rest break lawsuit settlement agreement reached in 2013. Tacoma General went to federal court to try and void a groundbreaking arbitrator’s decision issued in late December 2015 that ordered the hospital to cease using the “break buddy” system to cover rest breaks. The federal judge agreed with Tacoma General that the arbitrator overstepped his bounds in ordering the hospital to stop using break buddies and sent it back to the arbitrator to impose a new remedy.

**Issue: Health & Safety (Violence, Fatigue, Safe Patient Handling)**

**Mechanism: Contract Language**

WSNA has worked to develop and negotiate contract language to address violence in the workplace.

**Mechanism: Develop & Strengthen Local Unit Structure**

WSNA staff designed and implemented a health and safety CE for Workplace Violence in response to one bargaining unit’s concerns about the ever-increasing number of violent attacks in the workplace.

**Mechanism: Develop Relationships with Labor Community**

WSNA joined and participated in a Department of Labor & Industries sponsored key stakeholder coalition group. Topics of discussion have included OSHA and Workplace Violence requests for workplace violence information and the GAO report, physical...
environment assessments, potential solutions and best practices and planning for future quarterly meetings and coordinated efforts.

Delegates to the AFT Convention unanimously passed the resolution: “Petition the Occupational Safety and Health Administration (OSHA) for a Workplace Violence Prevention Standard for All Healthcare Workers.” The resolution articulates that the OSHA standard should require health care employers to establish and maintain comprehensive workplace violence prevention programs with genuine worker and union involvement.

**Issue: Wages and Working Conditions**

Hospital mergers and acquisitions and the assault on unions continue to play out at our bargaining tables, making it harder to protect our nurses’ economic positions and workplace conditions. At the bargaining table, employers are proposing cuts to healthcare benefits, retirement and wages. Employers are trying to cut costs by reducing staffing levels, reducing sick leave and extended illness banks. Despite these challenges, WSNA has succeeded in negotiating contracts that include wage increases, fair-share membership/membership enhancement language and better staffing language.

**MECHANISM: AFT ORGANIZING MODEL**

WSNA E&GW program leaders and staff continue our work to strengthen our bargaining unit structure and solidarity. We are using the principles of the AFT organizing model to recruit volunteer leaders in each department of our facilities, proactively recruit new members, engage members in campaign committees and activities, and utilize creative campaign tactics. Increased membership and participation have resulted in contract wins that fought off takeaways and increased wages, including annual increases of more than 3 percent in some contracts, added longevity steps, protected paid time off, improved staffing language and more.

**Issue: AFL-CIO and Local Affiliations**

We have continued to foster and strengthen our state involvement and partnership with other labor partners such as the Washington State Labor Council (WSLC) and the central labor councils across the state as well as continuing our partnerships efforts with UFCW21 and SEIU-1199NW. WSNA’s strength, presence and visibility have been a priority for the labor program over the past two years, with targeted goals leading our efforts to increase our relevance to every registered nurse in the state.

**MECHANISM: LOCAL UNIT LEADERSHIP COUNCIL, CENTRAL LABOR COUNCILS AND DISTRICT ASSOCIATIONS**

WSNA continues to attend and participate in regional and national councils that focus on healthcare and nursing related issues. In addition to our Local Units becoming members of their AFL-CIO Central Labor Councils, our leaders, members and staff have worked with the Pierce County Nurses Association, King County Nurses Association, Clark County Nurses Association, Washington State Labor Council, National Federation of Nurses and the AFT Nurses and Healthcare Program and Policy Council.

**Issue: Threats to Collective Bargaining, Anti-Union Efforts**

Increased membership and member engagement is our strongest defense against threats to collective bargaining and anti-union efforts. On the state level and nationally, we have seen multiple threats to unions and our ability to take collective action for nurses.

The unexpected death of U.S. Supreme Court Justice Antonin Scalia in February 2016 led to a split decision in the Friedrichs v. California Teachers Association case, affirming the lower court ruling that public unions could continue to require that non-members pay their “fair share” for the representation they receive. That issue is far from over, however. Other cases are on their way to the Supreme Court, and it is anticipated that President Trump’s nominee for the Supreme Court would rule against unions.

We also expect national “right to work” legislation, and here in Washington a “right to work” bill received a hearing. WSNA President Jan Bussert was among the union leaders who testified against this bill, which fortunately died.

WSNA’s strongest defense against efforts to undermine our union rights is a strong offense. Accordingly, we have stepped up our efforts for member recruitment and engagement. We have increased our organizing efforts, adding additional staff organizers as well as temporary, non-RN organizers to supplement our work during intense campaigns. Our efforts have increased the strength, engagement and solidarity in our bargaining units. Additionally, we continue to assess and evaluate potential new external organizing opportunities. As a result, bargaining unit membership during the biennium increased by more than 1,000 members and continues to grow at a steady rate.
The Professional Nurse and Health Care Council held five meetings during 2015-2017: Nov. 7, 2015, Jan. 30, 2016, June 4, 2016, Nov. 19, 2016, February 25, 2017. Issues affecting Nursing practice are numerous and constantly emerging. The following is a summary of the major issues and priorities addressed by the PNHCC during the biennium.

Multistate Licensure/Interstate Compact: Nurse License Compact (NLC)

In 2014, NCSBN proposed a new enhanced NLC for both RNs and APRNs (in Washington state, APRNs are called ARNPs), and the organization has been aggressively pushing states to adopt them. In theory, the NLC would allow nurses in states who joined the compact to practice in any other compact state using their current home state license. For example, if Oregon and Washington both signed the compact, a nurse could practice in either or both states using a license from their state of residence. However, 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.

One of our major concerns is license jurisdiction for practice in which the patient and nurse are located in different states. We strongly believe that the practice is located at the site where the nurse is practicing, and, therefore, license jurisdiction follows. The proposed enhanced NLC is based on the premise that practice occurs where the patient is located. That is logical only when that patient–provider interaction occurs face-to-face; however, the NLC was conceived prior to the widespread use of cell phones, e-mail and the Internet.

- ANA and NCSBN have formed a task force to explore other alternatives to appropriately address interstate nurse-patient communications and telehealth issues and resolve license jurisdiction, but there has been no resolution of these issues at this time
- WSNA continues to be engaged with key stakeholders to address the challenges of the compact.

For a full statement of the WSNA position, please see the information on the WSNA website at wsna.org/nursing-update/2016/why-wsna-is-opposed-to-the-proposed-ncsbn-enhanced-nurse-license-compacts.

Enhanced Criminal Background Checks

Currently the Washington State Nurse Quality Assurance Commission is supporting legislation to require enhanced criminal background checks for license renewal and applications. This would include requiring digital finger prints to be taken for the FBI and WSP data systems checks. If this bill passes the Legislation, it will require changes to the uniform disciplinary act and it would be implemented over a three- to five-year period. The finger print would a one-time cost to the applicant.

- WSNA is supportive if other health care professions also adopt the same requirement.
- WSNA continues to be engaged in dialogue regarding this proposed change to the application process and the uniform disciplinary act.

Scope of Practice/Encroachment/New Roles

WSNA continues to engage and participate in various work groups, task forces and coalitions related to the changing landscape of health care in Washington State. This includes the ongoing challenge of ensuring integrity and prevention of scope of practice encroachment.

- Community health workers are a new and emerging field of certificated health care workers who are working with insurance companies, local community health centers and other advocates for community health. WSNA was engaged in a year long workgroup in which the role of the CHW, scope of work locations were defined. WSNA provided the template for their work as advocates and navigators and advocated that role should be limited and not include medical assessment, medication administration or treatments.
- The community paramedic is a new emerging role within the community to address frequent 911 users. WSNA has been participating in a statewide task force regarding the education, scope of practice, and supervision in defining this new role. WSNA has supported a number of pilot projects, including the Kent Fire Department which now employs registered nurses who partner with a paramedic to visit the frequent 911 user to assess and provide community referrals for the individual. The task force is ongoing and will be looking at legislation in 2018.
- The medical assistant scope of practice has been expanded and it was not supported by WSNA and others nursing groups in restricting the following additions to their scope of practice. “Administer” means the retrieval of specimens for medical or forensic purposes under the implied consent act, RCW 46.20.308. Intravenous injections. A medical assistant-certified may administer intravenous injections for diagnostic or therapeutic agents under the direct visual supervision of a health care practitioner if the medical assistant-certified meets minimum standards established by the secretary in rule. The minimum standards must be substantially similar to the qualifications for category D and F health care assistants as they exist on July 1, 2013. WSNA was successful in
ensuring that a medical assistant-certified may not administer experimental drugs or chemotherapy agents.

**Patient Safety Culture/Medical Errors**

Goal: Disseminate information and educate nurses in all settings regarding just culture and ensuring patient safety:

- Achieving a just and safe workplace culture is an ongoing effort through education, active legislation and conference sessions. At Leadership 2016, just culture was a highly regarded key note session that provided rich dialogue and future work for the organization. The spring 2016 issue of The Washington Nurse magazine was dedicated to a culture of safety and the theme for the 2017 convention is “Creating a Culture of Safety: Taking Responsibility Together.”
- WSNA also re-ran the 2011 Patient Safety survey in 2016 based on the council’s request, receiving over 1,670 responses. Some of the findings included: in 2016, our nurses saw less of a commitment on the part of hospitals to patient safety and fewer resources being put into it. In 2011, 33 percent of our nurses disagreed with the statement “The actions of hospital/workplace management show that patient safety is a top priority.” This year, the number who disagreed rose to 42 percent. Nearly half of respondents said they saw patient safety problems in their units, and more than half said patient safety was sacrificed to get more done. Some of the places where we most wished to see positive change remained alarming. More than half of the 1,670 nurses who responded to our survey in 2016 agree that “Things ‘fall between the cracks’ when transferring patients from one unit to another” and that “Hospital/ workplace management seems interested in patient safety only after an adverse event happens.” As before, about one-third said they “would hesitate to report an error or patient safety concern because I am afraid of retaliation or being disciplined.” Results from the 2016 survey show that, on most measures, we have made absolutely no progress in creating a culture of safety in our hospitals and other medical facilities where RNs provide care.
- Violence and Bullying: WSNA has provided several workshops addressing violence in the workplace, including bullying, that have been well attended, as well as providing a webinar on the WSNA website. WSNA is also participating in a Department of Labor and Industries task force, a newly formed WSHA, WSMA, DOH and WSNA coalition and continuing to work at the national level with both AFT and ANA.
- Medical debt has also been a focus for WSNA, including a recent survey of members. We received more than 850 responses and the results are being shared with policy makers, including with our state Legislature.
- Creating an ethical work environment has been promoted through education sessions, publications and ongoing dialogue. ANA declared 2015 as the Year of Ethics and WSNA updated our website to include more information about the Code of Ethics and surveyed members about what the code means to them for their nursing practice: [wsna.org/nursing-update/2015/anas-updated-code-of-ethics](https://wsna.org/nursing-update/2015/anas-updated-code-of-ethics).
- Capturing assignment despite objection (ADO) forms is an ongoing effort that is also underway with new electronic options, tracking and data for the local bargaining units to continue their efforts for a safe and healthy work environment.

**Changes to Healthcare Payment and Reporting Requirements**

Goal: Understand and educate nurses in all settings on health-care payment and reporting requirements under ACA, which is an ever-changing landscape. WSNA is heavily engaged at the local and national levels with a variety of key stakeholders and legislators.

- Impact on healthcare access
- Impact on access and quality and safety
- Impact on nurses and their scope of practice across the continuum of care in all settings
- Examine the actions needed to ensure that nurses are leading and engaging in the process

**Build Relationships with Schools of Nursing, NSWS, and Other Groups of Nurses**

Goal: Develop and implement the organizational affiliates and ongoing coalitions such as the ARNP coalition, school nurses, and other specialty organizations.

- WSNA continues to mentor and engage with the Nursing Students of Washington State (NSWS), which has increased membership over 20 percent per year over the last two years. The organization also has seen its financial well-being move into the positive over the last two years. NSWS is now actively engaged across the state and continues to be active at the national level.

**Emergency Preparedness**

WSNA has continued to support efforts to educate nurses and the public about emerging communicable diseases such as Ebola, MERS, Zika virus and the current crisis with mumps in the state.

- The PNHCC chair wrote an article on emergency preparedness in the spring 2016 issue of The Washington Nurse magazine to bring more awareness to the role nurses can play in natural disasters.

Work continues in each area and includes, but is not limited to, the following ongoing activities:
• Expand networking with various nursing specialty organizations, including potential development of a more formal “affiliation agreement” with WSNA;
• Ongoing recruitment to support A-CNE and CNEPP programs;
• Continue monitoring meal and rest break practices and staffing issues;
• Develop improved environmental scanning methods to ensure PNHCC stays on the forefront of issues that nurses face in the practice arena;
• Continue expansion and functionality enhancements to WSNA’s online continuing education program;
• Continue to identify additional strategies to better enhance and strengthen WSNA’s image particularly among non-collective bargaining audiences;
• Continue to participate in discussions regarding multi-state licensure;
• Report post-convention on round table discussions and key issues to PNHCC committee;
• Engaged on barriers to practice with ANA starting winter 2015;
• Engagement with CNEWS on new degree DTA-MRP and revision of Master Plan for Nursing Education;
• Continued participation in the Washington Nursing Action Coalition, which is moving forward with Washington state’s response and implementation of the IOM’s Future of Nursing report;
• Provide campaign for safe staffing to PNHCC committee;
• Continued participation in NCQAC Consistent Standards of Practice Subcommittee, reviewing NCQAC interpretive statements in such areas as physician’s order for life-sustaining treatment, public health nurses prophylactic medications for communicable diseases and birth control, standing orders and verbal orders. As aforementioned, continued to participate in DOH/NCQAC rules writing concerning scope of practice LPNs in acute and long-term care, nursing school education, foreign nurses, etc.
• Strengthened engagement with ARNPs United and the NCQAC ARNP Subcommittee, standards of practice to address issues in advanced practice.

Legislative & Health Policy Council

Chair, Lynnette Vehrs, District 4, Spokane; Edward Dolle, District 17, Port Orchard; Susan Dunn, District 2, Seattle; Justin Gill, District 16, Blaine, Annie Neil, District 11, Fort Vancouver; Lynn Nelson, District 3, Olympia, Bobbi Woodward, District 4, Spokane; Jan Bussert, WSNA President, District 2, Vashon Island. Staff: Anne Piazza, assistant executive director for governmental affairs and operations and Jennifer Muhm, government relations director.

Issues and Priorities

• Address the opioid crisis: Secure medicine return
• Safe staffing: Washington Patient Safety Act
• Guarantee rest breaks and limit mandatory overtime – prevent fatigue
• Public health funding
• ACA and advance affordable health care reform
• Health profession student loan repayment
• Protect/prevent medical debt for consumers – balanced billing
• School nurses supervision
• Nurse shortage
• Collective bargaining protection

Goals

• Secure medicine return, or take-back, programs are an important public health and safety strategy to rid homes of unused or unwanted medicines – reducing misuse and abuse of medicines.
• Pass patient safety bills to assure sufficient nurse staffing to meet patient care needs.
• Ensuring uninterrupted breaks that allow nurses to refocus and recharge.
• Secure state funding for public health core services and programs.
• Improve the ACA to make health care affordable, accessible, and quality care.
• Balanced billing: Attention to in-network facility charges for all procedures even for out-of-network providers working in that facility.
• Reaffirm the authority of school nurses’ practice and support funding.
• Support funding for nurse educator salaries and nursing enrollment slots. Support an additional $9 million to the health profession loan repayment and scholarship program.
• Protect nursing practice and full utilization of advanced practice nurses.

How Were the Goals Met?

• Prescription monitoring program was passed. This requires the provider to use the Prescription Drug Monitoring Program prior to initially prescribing any substance included in Schedule II
or III for the treatment of noncancerous-related chronic or intractable pain. Also allow personnel of healthcare facilities registered with the State Health Information Exchange access to the PMP data.

- **Safe Nurse Staffing:** This continues to be a high priority. Not all institutions recognize and honor staffing committees and nurses’ concerns about quality patient care. WSNA took an additional direction working with Medicaid Director Maryanne Lindeblad, House Health Care Chair Representative Eileen Cody and HCA Medical Director Dan Lesser. We have developed an instrument compelling the hospitals to be accountable for the scheduling of safe staffing/patient ratios. Using select nurse-sensitive performance measures and the potential withholding of the hospital safety net fee if the benchmarks are not met, we anticipate complete compliance with the currently mandatory nurse staffing committees.

- **Rest Breaks:** WSNA is continuing our effort in lobbying for the Department of Labor and Industries to draft new language to reflect recent court rulings affirming that nurses and other health care workers should receive uninterrupted rest breaks. WSNA just achieved a landmark settlement in our rest and meal break lawsuit at St. Joseph Medical Center in Tacoma that WSNA filed in May, 2015. The settlement agreement includes uninterrupted block breaks, additional RN relief nurses and $5 million in back pay for the nurses, as well as our attorneys’ fees.

- **Public Health Funding:** WSNA is a strong advocate in fighting for public health funding and public health nurses. $60 million request for the biennium to close gaps in foundational public health services - $50 million directly to local health jurisdictions, $6 million to DOH and $4 million to implement shared services.

- **Protect the Affordable Care Act:** Washington state has approximately 700,000 people supported by the ACA. As a result of the ACA, this population is covered by Medicaid, Medicaid Expansion and qualified plans through the Washington Health Benefit Exchange, which started in 2014. We are with several coalition groups working on “Health Care is a Human Right” and “Universal Health Care.”

- **Balanced Billing (Medical Debt):** WSNA is monitoring HB 1117 and SB 5619, which ensure that consumers receiving care at an in-network facility are charged the in-network rate even for out-of-network providers working in that facility. Requested legislation from Office of the Insurance Commissioner.

- **School Nurse Supervision:** The bill clarifies what acts are considered registered nurse practice to be solely determined and carried out by a licensed registered nurse as defined by Washington law, such as the administration of medication as required by a treatment order or summoning emergency medical assistance. This does not prohibit a non-nurse from supervising a licensed registered nurse in a school with respect to matters other than the practice of nursing.

- **Health Profession Loan Repayment and Scholarship Program:** Student Loan Bill of Rights – creates an ombudsman office to help consumers with issues such as refinancing. Also, requires collection information on the market in Washington and creates a licensing fee for student loan servicers through Department of Financial Institutions to pay for the ombudsman. Student Loan Transparency Act – requires disclosure to students applying for/accepting student loans. Two-year and four-year higher education institutions in Washington will be required to send borrowers a balance statement with interest rates, payoff amounts, etc., to ensure that borrowers understand how much they will owe.

- **Protect Nursing Practice and Promote Full Utilization of Advanced Practice Nurses:** Psychiatric ARNPs were integrated into the clinical provider workforce at the two state mental health hospitals. The governor was the first to support this move. WSNA continues to monitor and protect the RN scope of practice and encourage nurses to practice to their fullest educational training. We lobby for and alongside the ARNPs and AAPPN organizations.

**How We Are Addressing the Goals Not Yet Met**

- **Nurses in Leadership Positions Interviews:** This new program enhance opportunities for WSNA member engagement by profiling the careers of industry leaders through personal interviews. This is a regular feature in The Washington Nurse magazine and on the website.

- **Legislative Update Communication:** These weekly updates are sent to members by email, local unit Facebook pages and the WSNA website. This helps members become more engaged and knowledgeable about the legislative issues impacting them.

- **Nurses Speak:** These events invites RNs to talk with legislators and candidates in their districts. The nurses tell their stories that affect their practice. In a speed-dating-style setting the goal is to introduce nurses and elected officials to each other on an informal basis. This allows frank and candid discussion on the issues important to patient safety and quality care.

- **Nurse Legislative Day:** Feb. 9, 2015, Feb. 1, 2016 and Feb. 13, 2017 have proven to be well attended (over 500 to 700) by our Washington state nurses. The lobbying the nurses provide gets the attention of the legislators and their voices and concerns are heard.

- **Advocacy Camp:** On Jan. 12, 2017, 55 nurses gained valuable leadership and lobbying training skills and, at the end of the day, hosted a reception with several legislators.
WSNA Political Action Committee  
**WSNA-PAC**

Chair: Christina Stephens, Tacoma; vice chair: Chris Bischem, Issaquah; treasurer: Kathleen Lange, Seattle; members: Stephane Swift, Camano Island; Amy Boultinghouse, Castle Rock; Lois Schipper, Seattle; Jan Busser, WSNA President, Vashon Island; member ex officio: WSNA Executive Director Judy Huntington, Kent.

**Goals**

- Conduct 2016 Candidate Health IQ Endorsement Process
- Educate candidates on WSNA’s legislative priorities
- Promote nurse candidates
- Support candidates who are supportive of nursing and health care priorities
- Engage more nurses in the election process
- Increase nurse-to-nurse political engagement
- WSNA-PAC Board of Trustees represented by one WSNA nurse from each of the 10 congressional districts

**Major Achievements**

1. Nurse participation in candidate interviews/endorsement decision-making
2. Significant outreach to our members regarding our endorsed/priority candidates
3. High quality connections with 2,200 nurses in Get Out The Vote (GOTV) 2016
4. Record attendance for Advocacy Camp 2017

**Candidate Interviews**

The WSNA-PAC Board remained highly engaged for the elections in 2016, meeting often to conduct business such as creating the candidate questionnaire, conducting interviews, analyzing candidates, deciding on endorsements and deciding whether or not to contribute. Additionally, the WSNA-PAC board authorized the release of, and were integral to, the Get Out The Vote effort of 2016 whose key components included: personalized nurse-to-nurse communication, the “communication sandwich” (call, postcard, call), high-quality communication (live calls, handwritten postcards) and strategic targeting in swing districts during the most critical dates of the election calendar.

**Additional Statistics for WSNA GOTV**

- Total # of high-quality communications made nurse-to-nurse: 5,304
- Total # of WSNA nurses reached in GOTV effort: 2,202
- Total # of postcards sent: 2,202
- Total # of phone calls made: 3,102 (1551 x 2)
- Total # of targeted swing legislative districts: 8
- Total # of nurses who conducted outreach to other nurses: 54
- Total # of WSNA staff who engaged in outreach to other nurses: 16

Total # of WSNA-endorsed candidates: 77
Total % of WSNA-endorsed candidates who won election: 80%

**Nominations / Search Committees**

**WSNA Nomination/Search Committee**
Chair: Julia Weinberg, Bow; Betty Blondin, Tacoma; Sally Herman, Mt. Vernon; Susan E. Jacobson; Yakima; Rosa Young, Seattle.

**E&GW Nomination and Search Committee**
Chair: Judi Lyons, Ellensburg; Anjanette Bryant, Ellensburg; Peggy Slider, Spokane.

Both the WSNA Nominations/Search Committee and the E&GW Nominations and Search Committee met on Jan. 7, 2017. The purpose of these meetings was to prepare the ballot for WSNA 2017-2019 elected offices. In accordance with WSNA bylaws and policy, the committees reviewed the candidates’ submitted Consent to Serve forms and placed them on the initial ballot.

The WSNA Nomination/Search Committee prepared the ballot for the following positions: The WSNA Board of Directors; the WSNA Nomination/Search Committee; the Legislative and Health Policy Council, the Professional Nursing and Health Care Council, and WSNA Delegates to the 2018 ANA Membership Assembly.

The E&GW Nomination and Search Committee prepared the ballot for the following positions: the Cabinet on Economic and General Welfare chair, vice chair, secretary/treasurer, and Cabinet members; Economic and General Welfare Nominating/Search Committee; delegates to the 2017 NFN National Federation Assembly, director to the NFN National Executive Board (January 2018 – December 2021) and delegates to the 2018 AFT Convention. Criteria for running for and voting for these positions are limited to WSNA bargaining unit nurses “in good standing” as described in the WSNA bylaws and WSNA policy or by the national/international union affiliate’s constitution and bylaws.

To complete the ballot, additional WSNA members were contacted via telephone to obtain their consent to be added to the ballot and Consent to Serve forms were obtained. The WSNA bylaws allow members to self-declare for offices and a cut-off date of Feb. 4, 2017, for self-declared candidates was established and published. The initial ticket of candidates for elective offices was printed in the Winter 2017 issue of The Washington Nurse and will be reprinted in the Spring 2017 issue. The ticket, including candidate statements, will also be posted on the WSNA website.

The draft ballot for the elected offices, including self-declared candidates, will be presented to the 2017 WSNA General Assembly on May 4, 2017. Additional nominations from the floor will be accepted and added to the ballot. A final ballot will be mailed to WSNA membership following the close of the 2017 WSNA General Assembly. Write-in names will be allowed. Ballots will be counted on June 13, 2017, at Integrity Voting Systems in Everett, Washington.
The Washington State Nurses Foundation (WSNF) Board of Trustees met three times in the 2015-2017 biennium: Dec. 15, 2015, March 31, 2016 and Aug. 4, 2016, and will meet again on March 23, 2017 to award nursing scholarships for the 2017-2018 academic year, in addition to preparing for the fundraising activities and the silent auction to be held at the 2017 Biennial Washington State Nurses Convention. Between face-to-face meetings, the trustees act on recommendations for WSNF investments.

During 2015-2017, WSNF provided financial support in keeping with the WSNF mission to: “acquire and develop funds for clinical, literary, scientific and educational advancement of the nursing profession.” Funds are used to support projects and activities that promote nursing and its role in the health care community.

The WSNF Board of Trustees works closely with financial investment advisor for the foundation, Tad Donnan, of the investment firm, Robert W. Baird & Co., Inc. As stewards of the Foundation funds, the WSNF Board of Trustees’ goal is to have a diversified and balanced portfolio and to make prudent investment decisions in keeping with our WSNF investment and financial policies. We are pleased to report that WSNF investments continue to perform well in our diversified portfolio.

So far during the 2015-2017 biennium the Foundation has raised a total of $39,236.46. This was accomplished through general donations, scholarship donations, in memoriam and in-honor-of donations, investment income, fundraising activities at the 2015 WSNF Biennial Convention, the 2016 Hall of Fame event and the silent auctions at the 2015 and 2016 leadership conferences.

Nursing Student Scholarships

For the 2015-2016 academic year, WSNF awarded $12,000 in scholarships to eight deserving nursing students studying at community colleges and universities across the state.

Three ADN students were each awarded $1,000. Two BSN students were awarded $1,500 each. Three BSN applicants were awarded $2,000 each. Award winners were: Lindsay Helms, Autumn Manion, Sarah Jordan, Shelly Thomas, Jennifer White, Kaitlyn Brown and Gina Fioretti. Christina Maxwell was the Deo Little Scholarship awardee.

For 2016-2017 academic year, the Foundation awarded two ADN scholarships for $1,000 each, three BSN scholarships (two at $1,500 and one Deo Little scholarship at $2,000 for the highest scoring BSN applicant), four master’s applicants at $1,500 each and one doctoral applicant at $1,500. The total amount award for scholarships this cycle was $14,500.

Feedback from scholarship and grant recipients indicates that these awards make a significant difference in the lives of these students, nurses, and the community. The more monies that we receive the more support we can provide to students, nurses and our communities in Washington state.

The scholarship awardees for 2016-2017 were: Kelly Palmer-McGee, Jennifer Sayles, Genevieve Aguilar, Emma Berg, Chen (Ben) Fan, Lillie Criolnd, Sayali Kulkarni, Lauren Carr, Linda Filippi, and Alina Ostapchuk. Ashley LeCompte was awarded the Deo Little Scholarship.

The scholarship awardees for 2017-2018 will be determined at the March 23, 2017, WSNF meeting.

Other activities in 2015 and 2016 included a shared display booth with WSNA at NSWS Student Convention and Career Day and promoting the WSNF scholarship application at CNEWS meetings.

King County Nurses Association

District 2

District Board of Directors: Cindy Jo Allen, RN, MBA, President; Pam Newsom, RN, BSN, Vice President; Pauline Lao, DNP, ARNP, Secretary; Karen Brozovich, BSN, MPH, Treasurer; Members At Large: Brenda Balogh, RN, BSN; Edna Cortez, RN; Lori Cross, RN, MN; Janice Ellis, PhD, RN, ANEF; Marcus Engley, RN; Amy Gilberston, RN; Erin Michonski, RN, BSN, CPN; Cathy Sanders, RN; Pardeep Sahota, RN, BSN, MA; Rosa Young, MSN, RN; Sue Vermeulen, Executive Director

Goals

• Provide services that engage and enrich members.
• Manage resources to maintain organizational stability.
• Collaborate with professional organizations and community groups.
• Recognize and acknowledge excellence in nursing.

RN Professional Education

Continuing nursing education opportunities included:

• Understanding the Impact of Adverse Childhood Experiences
• Nursing Practice Issues in End of Life Care
• Incivility and Lateral Violence: Your Role in Shifting the Culture
• Practical Self-care for Nurses
• District Meeting: Public Health Issues
• Professional Boundaries: Do you know yours?
• Safeguarding Your Practice & Social Media
• Heroin & Prescription Opioid Addiction Epidemic
• Seminar on Retirement Planning
• Smoking Cessation
• Poverty Immersion

Member Services

• Annually published three issues of Advocate newsletter for all KCNA members and monthly editions of the e-newsletter, News2Use, for those who have subscribed. Updated the KCNA Website.
We awarded community grants to:

- 2015: Sandy Mortinson and SPU students, $800 for health resources for homeless youth at New Horizons Shelter;
- 2015 and 2016: Frankie Manning, $1,000 for healthy snacks for those waiting for services at Seattle/King County Clinic;
- 2016: Tegan Jones, $127 for workshop for homeless youth through YouthCare;
- 2016: Emma Spohm and Julie Debons, $1,000 for Development Tool Kits for Nurse Family Partnership families, Columbia Public Health Center;
- 2016: Karen Brozovich, $1,000 to purchase GED study guides for the Nurse Family Partnership Program;
- 2016: Sandy Mortinson and SPU students, $1,000 to provide disaster/emergency preparedness planning and supplies for New Horizons Ministries; and
- 2016: Dr. Anne Hirsch and graduate nursing student Erin Flanagan, $650 to purchase first aid supplies for God’s Li’l Acre, a homeless drop-in center in Lake City.

KCNA developed and launched MentorLink, a program that matches member volunteers (more experienced nurses) with KCNA scholarship recipients, new nurses, and nurses changing to positions new to them. The program is designed to be short-term and flexible, giving mentors an opportunity to share their professional expertise while supporting mentees to find the greatest possible satisfaction in their professional pursuits.

KCNA also provided financial support to KCNA members to attend the WSNA and ANA Conventions.

**Community Collaboration**

- Forged a strategic alliance with Salal Credit Union to support nursing scholarships, community grants and educational events.
- Provided financial support to nonprofit organizations, the majority of which provide support to the homeless ($100-$500 each, $8,000 each year): Asian Counseling and Referral, Atlantic Street Center, Fare Start, Filipino Nurses Association, First Place, Food Lifeline, Friends of Youth, Heroes for Homeless, The Market Foundation, Mary Mahoney Professional Nurses Organization, Mary’s Place, New Beginnings, Noel House, Northwest Harvest, Nursing Students of Washington State, Seattle King County Coalition on Homelessness, Real Change, Renton Area Youth and Family Services, The Sophia Way, Teen Feed, Treehouse, Union Gospel Mission, UW School of Nursing Diversity Awareness Group, Washington State Nurses Foundation, Washington Women in Need, Western Washington-National Association of Hispanic Nurses and YouthCare.

Each year, members organized a table and, in conjunction with Mary Mahoney Professional Nurses Organization and Western Washington-National Association of Hispanic Nurses, took blood pressures and distributed educational materials at the Martin Luther King Day celebration at Garfield High School in Seattle.

King County Nurses Association teamed up with other social and health organization to hold the second and third annual Seattle-King County Clinics, providing free medical, dental and vision services to low-income residents. KCNA members volunteered to serve more than 8,000 people served in 2015 and 2016.

KCNA continues to be involved in the issue of homelessness through a variety of projects including member involvement with Project COOL (packing backpacks for homeless students), preparing 400 cold kits for the vendors of Real Change, collecting needed items for homeless shelters, and encouraging members to get involved in local opportunities.

**Student Involvement**

In 2015 and 2016, KCNA distributed a total of $82,500 in scholarships to 30 deserving nursing students in King County. Scholarships are awarded to students who show academic excellence and professional and community involvement. Scholarships were available to: students pursuing basic degrees; RNB candidates; and those seeking graduate degrees. Information about scholarships was sent to nursing schools across the state.

Complimentary admissions were provided to educational events (one student per school) and to the annual meeting (two students per school). When complimentary admissions are exhausted, reduced admission fees apply.

KCNA published several editions each year of the e-newsletter, The Buzz, designed to engage students at 13 area nursing schools.

**Fiscal Stability**

KCNA Board developed and monitors the Strategic Plan that guides the work of the organization. A new five year plan for 2017-2021 was adopted in November 2016.

The Finance Committee monitors the budget and the investment portfolio to ensure a balanced budget and fiscal responsibility. A financial review is completed annually.
Pierce County Nurses Association
District 3

President: Mike Krashin; Secretary: Amanda Mackey; Treasurer: Agnes Balangue Herron; Treasurer-elect: Michael Long; Directors: Mildred “Josie” Hansen, Susan Jacobson, Angele Boucher, Shannon Lynn, Evelyn Street and Karen Tranholt; Executive Director: Julie Long

Issues, Priorities and Goals

• Increase exposure of PCNA to our local community and promote nursing and nursing education as a profession. Increase visibility of PCNA through two advertised and promoted educational offerings each year, providing scholarships to nursing students, volunteering in the community and attending career fairs and connecting with nursing students.

• Increase fundraising for scholarships and community awareness.

• Celebrate Pierce County nurses and the PCNA Nurse of the Year at our annual banquet during Nurses Week.

• Award nursing scholarships.

Education Events: In 2015 and 2016, PCNA continued to offer two educational events for nurses each year. Events were held on the following topics: Advocating for a Health Lifestyle: What Nurses Need to Know about their Work, Home and Community Environments; Best Practices for Ebola & Other Infectious Diseases; Bullying, Incivility & Lateral Violence; and Human Trafficking, Public Health Impact of Child Sex Trafficking and Identifying Victims of Non-Accidental Trauma.

Volunteer Committee: PCNA established a volunteer committee and connected with Pierce County Medical Reserve Corps, and PCNA members have begun participating in PCMRC volunteer activities.


Community Activities and Career Fairs: PCNA members also supports the larger Pierce County community by volunteering. In 2016, PCNA volunteers prepared and served lunch at the Tacoma Rescue Mission, provided training to Pierce County Medical Explorers on blood pressure and attended a Homeless Connect event with PCMRC.

Pierce County Nurses Association also continues to promote nursing by attending career fairs throughout Pierce County. PCNA members share information about pursuing a career in nursing as well as information about scholarships.

Fundraising: We’ve significantly increased our fundraising over the last two years. In 2015, PCNA raised over $2,000 for nursing scholarships. In 2016, we continued to grow bringing in $5,500. We’ve also increased our fundraising activities, adding a silent auction at our banquet.

PCNA’s annual bowling tournament has increased in attendance and fundraising over the last two years. Held each February, this event provides an opportunity for PCNA members and community members to come together to raise money for scholarships. In addition to registration fees, a basket raffle and direct donations contribute to the overall fundraising.

Starting in 2016, PCNA added a silent auction to our Annual Nurses Week Banquet to raise money for nursing scholarships.

PCNA Nurses Week Banquet and Annual Meeting: Our largest event each year is the PCNA Nurses Week Banquet. At this event, PCNA recognizes our Nurse of the Year and honors our scholarship winners. Our 2015 PCNA Nurse of the Year was Amanda Mackey and our 2016 Nurse of the Year was Marcie Doyle.

Scholarship Recipients: Every year, PCNA awards scholarships to graduating high school seniors who live or attend school in Pierce County who are planning to pursue a career in nursing as well as to college students in an ADN or BSN program. We also award the Florence Golda Scholarship to PCNA members who are furthering their education.

2015 PCNA Scholarship Recipients

Florence Golda Scholarship Winners (PCNA member)
• Jonathan Lapham
• Kimberley Smith

College Level Scholarship
• Michelle Clawson
• Megan Hagwood

High School Level Scholarship
• Amanda Myton
• Alexandra Richards
• Bianca Vieyra

2016 PCNA Scholarship Recipients

Florence Golda Scholarship Winner (PCNA member)
• Wendy Magana

College Level Scholarship
• Breanne Johnson
• Christina Maxwell

High School Level Scholarship
• Carlie Kilcup
• Vanessa Trinidad
• Krista Vavrik
Inland Empire Nurses Association District 4
President: Lynnette Vehrs, RN, MN; President Elect: Lori Brown, PhD, RNBC, CCRN, CNE; Vice President: Francesca Castillo, RN; Secretary: Wendy Buenzli, PhD, RN; Treasurer: Sue Glass, MS, RN; Independent Practice Representative: Bobbi Woodard, RN, ARNP; Directors-at-Large: Normandie Enderton; RN, Tiffany Gerbing, RN and Robin Knaff Baker, RN; Certified Wound/Ostomy Nurse and Education Representative: Nicole Weiss, RN.

Issues and Priorities
• Sponsor educational services that engage and enrich members.
• Manage resources to enhance our membership involvement in legislative, academic, community and job satisfaction.
• Collaborate with WSNA, higher education, local units and community groups. Provide support and outreach to the community.
• Recognize and acknowledge excellence in nursing.
• Provide scholarships to nursing students, nurses advancing further in their studies and nurses completing their certification.

Goals
• Enhance IENA educational opportunities by surveying the membership about their topics of interest.
• Collaborate and co-sponsor events with other professional nurses associations.
• Hire a CPA to review and organize our finances monthly.
• Offer stipends to members to attend WSNA events.
• Utilize our networks and media coverage with the community college, four-year degree universities, local units and other community organizations to publicize our events and community outreach.
• Recognize leaders in the nursing profession.
• Provide scholarships to members to further their nursing education as well as nurses who wish to complete a certification review class, certification exam, or recertification exam.

How Were Goals Met?
IENA provides three educational events per year. In early spring, a two-hour C.E.; later in spring is the Gala with a one-hour C.E. and in the fall is the Legislative Reception.
• March 2015: “Legal Elements of Documentation & Other Emerging Trends” by Margaret Holm
• May Gala 2015: “Gratitude” by Wendy Buenzli
• March 2016: “Building Professionalism” by Margaret Holms
• May Gala 2016: “Finding Humor in Our Challenging Profession” by Lynn Stapleton
• March 2017: “Communication for Better Collaboration” by Connie Davis

Our C.E. events are generally co-sponsored by our local Association of Nurse Anesthetists and Nurse Practitioners. These groups will also give a presentation at our legislative reception.

CPA Lori Pierson was hired last year. She has been a valuable asset to our association. Due to our responsible management of the membership funds we are offering financial support to 10 members and limited board members to attend the WSNA Convention.

The IENA website is updated regularly and we are working with Facebook to keep our members well informed. Several nurses on the board of directors are connected to colleges/universities and local units. We have used these nurses to post flyers and place our events on their Facebook pages. Also, several nurses volunteer at community services and provide us with agencies that need our support.

We donate over $1,000 a year to worthy organizations. Donation recipients:

2015
• WSU Cleveland Visiting Scholar Presentation
• Planned Parenthood of Greater Washington and North Idaho
• Doctors Without Borders
• SNAP (Spokane Neighborhood Action Partners)

2016
• WSU Cleveland Visiting Scholar Presentation
• Martin Luther King Center
• Washington American Foundation for Suicide Prevention

We present Excellence in Nursing Practice and Excellence in Nursing Leadership and Lifetime Achievement awards yearly. These awards are nominated by our members and given at the May Gala along with $100. Recipients include:

2015
• Lifetime Achievement Award: Lynnette Vehrs, RN, MN

2016
• Excellence in Nursing Practice: Melissa Charbonneau, RN, PHN; Peggy Slider, RN, MS, PHN; and Rhonda Crooker, RN, PHN
• Excellence in Nursing Leadership: Robin Knaff Baker, RN

We encouraged our nursing schools to advertise our available nursing student scholarships awarded during the May Gala. IENA is also pleased to offer scholarship opportunities for members completing a certification review class, certification exam or recertification exam.

• In 2015 and 2016, IENA distributed a total of $9,000 in scholarships
• Certification Process: IENA gave $1,700 to eight recipients
**Snohomish County Nurses Association** District 9  
President: Bronwen O'Neill

**Issues and Priorities**
Combine less-active districts to utilize resources and members most effectively.

**Goals**
Ensure that District #9 is represented at the Constituent Representative Council’s biannual meetings at WSNA.

**How Were Goals Met?**
Working collaboratively with the CRC and the adjacent districts up north (District 1 – Mt. Baker; District 16 – San Juan / Island County).

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**Fort Vancouver Nurses Association** District 11  
District Contact: Marva Petty

District 11 did not hold meetings during the 2015-2017 biennium. However, the district continues to support the district, community and WSNA through the following activities:

- Provided continued financial support to the Free Clinic of Southwest Washington
- Participated in meetings of the Constituent Representative Council
- Provided continued financial support for nursing scholarships to the Clark College Foundation
- Provided financial support for the SW Washington Nurses Speak event
- Provided financial support for the Klineline Kids Fishing program
- Sponsored member attendance at the 2015 WSNA Convention
- Sponsored member attendance at WSNA Leadership Conferences
- Made a contribution to the Washington State Nurses Foundation in honor of Fort Vancouver Nurses Association long-term member Dr. Renee Hoeksel’s induction into the 2016 WSNF Hall of Fame
- Began preliminary discussions regarding reinitiation of district activities

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**Skagit / Island / San Juan Nurses Association** District 16  
President: Sally Herman

**Priorities and Goals**
- Promote our nursing profession at WSNA and ANA with district participation in WSNA-sponsored events
- Promote educational growth for nursing students and RN membership within District 16
- Provide funds for nursing students enrolled at Skagit Valley College to attend Nurse Legislative Day in Olympia
- Offer nursing scholarships annually of $1,000 or more to District 16 members pursuing advanced degrees and to nursing ADN students.

**How Were Goals Met?**
- District 16 paid for the registrations of students attending Nurse Legislative Day 2015-2017 each year, as well as paying for half of the bus fare to Olympia. This year, there were 42 students registered and three faculty members, for which the district provided funding. In addition, the district provided an extra $50 for beverages on the trip there and back.
- WSNA Convention was held April 22-25, 2015. The district paid for a one-night stay for SVC students attending and a stipend for each RN member attending the convention.
- District 16 donated $500 to WSNF for the silent auction held during the convention.
- Two grants were given in the past two years, one to Stephanie Swift, RN, to support her attendance at the AANP Health Policy Conference and a grant to Jaimie Nunez, who attended an International Scholar Laureate Program Delegation on Nursing and Health Care in Australia in April 2015. She represented Skagit Valley College.
- Three nursing scholarships were given in 2015. We gave a $1,500 scholarship to Denica Denham, a $2,000 scholarship to Annette McCartney and a $1,500 scholarship to Sherry McLeod. No scholarships were given in 2016.
- Annually, the District contributes to the fall Leadership Program, usually to assist with the speakers.
- District 16 presented the Social Media Program, which Hanna Welander presented on Oct. 23, 2015. Approximately 20 members participated. Those attending received one contact hour.
- The district has not been sending a newsletter nor have we had recent meetings except to prepare for Legislative Day funding.
- We plan to meet in March 2017 and will encourage members of District 16 to attend so we can plan for the
forthcoming WSNA convention and annual silent auction provided by the Washington State Nurses Foundation.

- We always provide for funding for student and RN convention registrations.

**Kittitas County Nurses Association District 18**
President: Judi Lyons; Secretary: Celeste Tapia; Treasurer: Diane Ellersick; board members: Jodi Huschka, Sue Lowatchie, Pam Clemons, Maria Rowbotham, Jennifer Crane, Paul Kelly, Andria Graham

**Issues and Priorities**
- Improve communication with members
- Regionalize educational meetings to improve member attendance and decrease costs
- Encourage increased participation at WSNA events including Nurse Legislative Day in Feb., convention in May, and the E&GW leadership conference in Sept.

**Goals**
- Inform members on newly ratified contract language meaning through the local unit
- Strive to continue our good working relationship with our new administration to resolve issues before grievances arise
- Sponsor social gatherings at least two times a year
- Hold new officer elections early 2017
- Hold officer meetings monthly
- Take advantage of WSNA’s excellent communication options like robo-calls and blast e-mails

**How Were Goals Met?**
- Support local unit to schedule frequent meetings to discuss contract issues.
- Encourage members to attend WSNA and ANA events and reimburse expenses.
- Mentor members who are willing to attend WSNA and ANA events.
- Recognize nurses through contract language allowing paid time off for those who serve on nurse practice, safe staffing and conference committees.
- Post photos of current board members and contact information on our WSNA bulletin board.
- Post newly elected officers’ photos and contact info early March 2017.
- Use blast email and robocalls to get needed information to our members.
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2017 STORM HOME SCHEDULE

ALL TIMES IN PACIFIC. ALL HOME GAMES PLAYED AT KEYARENA.
Victoria “Vicki” Kay Mattson joined her parents in heaven on March 21, 2017 at the University of Washington Medical Center surrounded by her loving family, after a long and courageously fought battle with an illness.

She was born on May 12, 1958 in Yakima, WA to Ron and Mary Krous. She was raised in Yakima and graduated from Eisenhower High School in 1976. While in high school, Vicki was a member of the IKE Hi-Steppers drill team. She earned her degree as a Registered Nurse in 1979 from Yakima Valley College. She worked at St. Elizabeth’s Hospital, now known as Yakima Regional Hospital, in the operating room, same day surgery and in other areas for 38 years. She was a strong advocate for the Washington State Nurses Association, worked on many critical contract negotiations for her nurse colleagues, and wrote hospital policy for Home IV Therapy. Vicki also passionately cared for her patients.

She met the love of her life, Ken Mattson, shortly after Mount St. Helens erupted in May 1980. They married on April 24, 1982 and had two children, Kori and Trevor. Vicki faithfully supported and cheered for her children from the sidelines at all of their sporting events. She was not only a mother to her two children, but also to many of their closest friends. The family enjoyed camping at Fort Stevens and traveling up and down the Oregon Coast. Vicki volunteered for the White Pass Ski Club alpine racing team and loved working with all those involved with the youth program.

Vicki enjoyed spending time with her husband, children, sisters, brothers, and family. She loved working on crossword and jigsaw puzzles. She took great pleasure in feeding and watching the colorful birds in her backyard haven. Vicki was a sports fan and loved cheering on the Seahawks, Sounders, Mariners, Gonzaga Bulldogs and Washington State Cougars. Vicki was also a long-time parishioner of St. Paul’s and Holy Family Catholic Churches.

Vicki is survived by her husband, Ken Mattson; children, Kori (Michael) Hiebert of Post Falls, ID, and Trevor ( fiancée Melanie Thornton) Mattson of Pullman, WA; siblings Debbie (Les) Henn, Chris (Tim) King, Steve (Lisa) Krous of Yakima, WA, Ron Krous Jr. of Anchorage, AK, and Ken (Tracy) Krous of Wenatchee, WA. She is also survived by many nieces, nephews and cousins. She is preceded in death by her parents, Ron and Mary Krous, and her mother-in-law, Freda Mattson.

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 all the benefits of WSNA membership, and 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.

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Live education events

APRIL 2017
Behavioral, Psychosocial and Environmental Determinants of Overweight and Obesity Risk in Rural Communities; April 1; Washington State University College of Nursing; fee: free; contact hours: 1.0; contact: Kathy Bridwell at 509.324.7258 or bridwell@wsu.edu.

Unequal Partners: Teaching about Power, Consent, and Healthy Relationships; April 5; NE DHHS School Health Program; fee: $25.00; contact hours: 5.5; contact: Carol Tucker at 402.471.1373 or carol.tucker@nebraska.gov.

The Science of ECG Rhythm Recognition; April 13; Tuality Health Education Center, Hillsboro, OR 97123, 1:00 p.m. - 5:30 p.m.; fee: $89; contact hours: 3.9.

Foundations of Relationship-Based Teaching; April 14-15; Ft. Vancouver National Historic Site, Red Cross Building, 605 Barnes St., Vancouver, WA 98661, 8:00 a.m. - 3:00 p.m.; fee: $259; contact hours: 12.0.

The Hemodynamic Challenge: Maintaining Homeostasis in Sepsis & Shock; April 22; Tuality Health Education Center, Hillsboro, OR 97123, 8:00 a.m. - 12:30 p.m.; fee: $89; contact hours: 4.0.

Self-Care Nursing Preceptor Workshop; April 27; Washington State University College of Nursing; fee: free; contact hours: 2.0.

MAY 2016
Mastering the Art of Suturing; May 6; Ft. Vancouver National Historic Site, Vancouver, WA 98661, 8:00 a.m. - 12:30 p.m.; fee: $199; contact hours: 4.0.

Mastering the Art of Splinting; May 11; Ft. Vancouver National Historic Site, Vancouver, WA 98661, 12:30 p.m. - 5:00 p.m.; fee: $199; contact hours: 4.0.

Introduction to 12-Lead ECG Interpretation; May 13; Tuality Health Education Center, Hillsboro, OR 97123, 8:00 a.m. - 4:30 p.m.; fee: $155; contact hours: 7.0.

Mastering Lab Interpretation; May 31; Ft. Vancouver National Historic Site, Vancouver, WA 98661, 8:00 a.m. - 12:30 p.m.; fee: $89; contact hours: 4.1.

JUNE 2016
Mastering Chest X-Rays; June 9; Ft. Vancouver National Historic Site, Vancouver, WA 98661, 8:00 a.m. - 12:30 p.m.; fee: $89; contact hours: 4.0.

Fundamentals of Physical Assessment Skills; June 10; Ft. Vancouver National Historic Site, Vancouver, WA 98661, 8:00 a.m. - 4:00 p.m.; fee: $199; contact hours: 7.0.

Mental Health First Aid; June 15; Ft. Vancouver National Historic Site, Vancouver, WA 98661, 8:00 a.m. - 16:30 p.m.; fee: $139; contact hours: 7.0.

Psychotropic Medications: Essentials for Practice; April 21-22; Acute Care Education Classroom, 7200 NE 41st St, Vancouver, WA 98662; 8 a.m. - 3:15 p.m.; fee: $379; contact hours: 12.

2015 – 2017 - Question, Persuade, Refer: Suicide Assessment Training for Nurses; Fee: $139; contact hours 7.0; contact: Carrie Holliday at WSU College of Nursing cholliday@wsu.edu.

2016 – 2018 - School Nursing: Preparation for Initial Certification; Fee: $425; contact hours: 15.0; contact: Sarah Griffith at WSU College of Nursing/509.324.7210 or sarah.griffith@wsu.edu.

Alpha-1 Antitrypsin Deficiency and Augmentation Therapy-Prolastin C; fee: none; contact hours: 3.0; contact: alphaone.org or call 877.228.7321.

Alpha-1 Antitrypsin Deficiency and Augmentation Therapy - Zemaira; fee: none; contact hours: 3.0; contact: alphaone.org or call 877.228.7321.

Autism: Diagnosis, Behavior & Treatment; fee: $25; contact hours: 1.65.

Depression Care Management; fee: $50; contact hours: 17.5.

Drug-Induced Pulmonary Disorders; fee: $25; contact hours: 1.65 (including 1.15 pharmacology hours).

Diabetes Update; fee: $150; contact hours: 7.1.

Hepatitis C Online Course; free to view; contact hours: 17.75.

Hepatitis Case Studies – Hepatitis A; free to view; contact hours: 1.5.

Hepatitis Case Studies – Hepatitis B; free to view; contact hours: 7.0.

Hepatitis Case Studies – Hepatitis C; fee to view; contact hours: 4.0.

Hepatitis C — Special; free to View; contact hours: 0.75.

HIV/AIDS Implications for Nurses; fee: $95; contact hours: 9.0.

Managing Change – Working within the Kotter Model; The Evangelical Lutheran Good Samaritan Society; Fee: Free to Staff; contact hours: 5; contact: Kris Ponto at Kponto@good-sam.com or 605.362.3279.

Managing Change – Working with Individuals; The Evangelical Lutheran Good Samaritan Society; Fee: Free to Staff; contact hours: 5; contact: Kris Ponto at Kponto@good-sam.com or 605.362.3279.

Medical Spanish for Hospital Nurses; contact hours: 25.

Medical Spanish for Office Nurses; contact hours: 25.

Pharmacology — Prescribing Scheduled Drugs; fee: $195/175; contact hours: 10.

The Fibromyalgia Syndrome: Updates in Diagnosis & Management; fee: $25; contact hours: 1.5 (including 1.0 pharmacology hours).

The Science of Cannabinoids: A Critical Review of Selected Literature; fee: $25; contact hours: 1.8 (including 0.7 pharmacy hours).

Wound Academy — Successful Wound Care: It Takes a Team; fee: $195; contact hours: 11.1.

Wound Academy — Wound Assessment and Documentation; fee: $60; contact hours: 2.0.

Online courses

Continuing Education

CONTACTS

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AcuteCareEd.com/events

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Listings change frequently. For the most current list of WSNA-approved continuing nursing education courses, visit wsna.org/calendar.
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WSNA brings you the most recent, relevant, and evidence-based learning opportunities.

- Avoiding Toxic Trespass: Incorporating an Environmental Assessment into Your Practice
- Coming Home: Nursing Care for Veterans with PTSD
- Continuing Competency
- Delegating to Unlicensed Assistive Personnel in Washington State
- Domestic Minor Sex Trafficking: Vulnerable Children
- Eliminating Healthcare Associated MRSA, CLABSI and Respiratory Virus Infections
- Evidence-Based Interventions for Incivility
- Follow the Money: Nurses Leading Value-Based Care
- Grassroots Political and Legislative Action
- Guidelines for the Registered Nurse in Giving, Accepting, or Rejecting an Assignment
- Health Reform: Fact vs. Fiction — Your Health, Practice, Paycheck
- Introduction to Faith Community Nursing
- Legislative Bootcamp 101: Political Action
- Legislative Bootcamp 102: Political Advocacy for Faculty and Students
- Navigating Medical Marijuana
- Nurse Practice Act and ARNPs
- Practical De-escalation Techniques for Nurses
- Protecting Nurses as a Valuable Resource: Washington State's Safe Patient Handling Law
- Quality of Care, Nurses' Work Schedules and Fatigue
- Recognizing and Treating the Impaired Nurse
- Safe Staffing
- Transformational Leadership
- Using HEALWA: Your Electronic Library
- Violence in the Workplace
- Washington State Nurse Practice Act for RNs
- More on the way!

Take courses at the time and place that’s most convenient for you. Start, stop, and re-start your reading where you left off if you cannot complete the course in one sitting. Upon passing a course, print your CNE contact hour certificate immediately. Keep a record of the courses you’ve completed through WSNA online CNE for up to seven years.
Are you under investigation from the Department of Health or have you been served with a Statement of Charges and face an administrative hearing? Protect your professional license and livelihood by calling the Rosenberg Law Group: we handle all components of your professional licensure defense before a Washington State agency or board. We have a proven track record of successfully defending professional licenses.