2017 legislative session report

Big wins

Nurse staffing
School nurse supervision
Prescription monitoring
Paid family leave
Student loan reform
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Over my two years as President of WSNA, we have made significant progress toward achieving some important goals.

Equally important, if not more important, we have had record numbers of members involved and engaged in the work. This strong member support and action, in the end, was instrumental to our success.

Most notable, I think, is the political advocacy and labor advocacy work that you took on. It was impressive. You attended rallies, events and meetings in record numbers over these past two years. You interviewed candidates for the legislature, and you went to the Hill for visits and to provide testimony. You invited the community in to partner with you. Always with high energy, always with determination, you were there in record numbers when called to action.

I have seen the emergence of new leaders who have stepped up, sometimes a little out of their comfort zone, and consented to participate; some have consented to serve. These new leaders have made significant contributions to WSNA over the past biennium. This gives us the growing strength we need as we continue on our path to our future. We all need to keep searching for that new leader, take them under our “mentor” wing and give them something meaningful to do.

We have seen some strong programmatic work from WSNA over this biennium. Our Practice, Legislative and Labor Programs are the three legs that hold up the WSNA stool. Our Practice Program informs our Legislative Program and Labor Program and connects all the work we do to nursing knowledge, standards and our Code of Ethics.

For example: two years ago you identified achieving safe staffing as your high priority for WSNA to accomplish. We have been able to use all our strengths, in a coordinated and thoughtful way to move this issue of safety forward to our bargaining units, to the legislature, into the health policy arena and into the community.

On April 20, we saw the final passage of the Patient Safety Act, addressing WSNA’s top issue of safe staffing. The bill creates greater transparency of staffing plans, strengthens staffing committees and adds accountability requirements to hospitals. WSNA worked with other union stakeholders and hospitals on this bill, and we believe it represents a real step forward in our ongoing work to hold hospitals accountable for staffing so that nurses can deliver safe, high-quality care to their patients.

On the national level, health care reform continues to be a moving target. We rely heavily on the timely, concise and relevant communications that we receive from our national partners, ANA and AFT. The ANA Principles for Health System Transformation have guided our conversations with our elected representatives as we work through the implications that health care reform will have on the residents of our state.

Also of note on the national level is the continuing and growing anti-union sentiment and threats to our collective bargaining and our rights to collective action. We are anticipating “right to work” cases being heard by the U.S. Supreme Court as well as “right to work” legislation making a repeat appearance in our state legislature. A growing membership and stronger voice will go a long way to mitigate the potential loss of members that new anti-worker actions could cause. Both health care reform and “right to work” laws have huge implications for the safety of nurses, of our patients and of our communities. Our patients need affordable access to quality care, and nurses need to maintain their rights to advocate for their patients through collective action.

The bottom line is that your voice matters, your stories matter. They can compel others to action. They can compel WSNA, legislators, hospital administrators and entire communities to action.

We can make our practice environment safer, improve access to healthcare for our communities and bring attention to the impact that the corporatization of health care has had on quality, safety and access. We can tell our stories about what happens to real people when health systems put profits before patients. And we must continue telling those stories as we move into the future.

I want to take this opportunity to thank you for the support you have given me over the past two years. It has been my honor to serve.

Jan Bussert, BSN, RN
WSNA President
### Upcoming Events

| AUGUST 2017 |  
| --- | --- |
| 3 | WSNA Board of Directors orientation – DoubleTree Suites at Southcenter, Seattle, WA |
| 4 | WSNA Board of Directors meeting – WSNA Office |
| 4 | Retirement celebration for Judy Huntington – DoubleTree Suites at Southcenter, Seattle, WA |
| 10–11 | National Federation of Nurses National Executive Board Meeting – Columbus, OH |

| SEPTEMBER 2017 |  
| --- | --- |
| 4 | Labor Day – WSNA office closed |
| 6–8 | ANA-C/SNA lobbyist meeting – Washington, D.C. |
| 23–24 | Cabinet on Economic & General Welfare meeting – Campbell’s Resort, Lake Chelan, WA |
| 24 | Local Unit Council meeting – Campbell’s Resort, Lake Chelan, WA |
| 25–26 | E&GW Annual Leadership Conference – Campbell’s Resort, Lake Chelan, WA |

| OCTOBER |  
| --- | --- |
| 19 | A-CNE meeting – WSNA office |
| 20 | A-CNE meeting – Northwest Kidney Centers Conference Center, SeaTac, WA |
| 23 | District Nurses Associations meeting (CRC) – WSNA office |
| 25–27 | National Federation of Nurses National Federation Assembly – Seattle, WA |

| NOVEMBER |  
| --- | --- |
| 11 | Veterans Day – WSNA office closed |
| 23–24 | Thanksgiving holiday – WSNA office closed |

| DECEMBER |  
| --- | --- |
| 8 | WSNA Board of Directors meeting – WSNA office |
| 25–30 | WSNA office closed for winter holiday |

### You Were Represented

WSNA staff and elected and appointed leaders represent your interests in a wide variety of meetings, coalitions, conferences and work groups throughout the year, anticipating and responding to the issues the membership has identified as priorities. In addition to many meetings with legislators, regulators, policy makers and leaders of other 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
- ARNP Coalition
- Bellevue College Nursing Advisory Board
- Children’s Alliance
- Clark Community College Allied Advisory Board
- Collaborative on Health and the Environment (CHE-WA)
- Council of Nurse Educators for Washington State (CNEWS)
- 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
- Northwest Washington Central Labor Council (NWWCLC)
- Nursing Care Quality Assurance Commission meetings (NCQAC)
- Nursing Students of Washington State (NSWS) Board meetings
- Oregon Nurses Association Leadership Summit
- 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
- Southwest Washington Central Labor Council (SWWACLCL)
- 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 Association
- 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.
That's right. You can make a difference in someone's life by giving a gift to the Washington State Nurses Foundation (WSNF). Your gift will help support nursing students attending college, either to become RNs or to advance their education with a BSN, master's or doctoral degree. We are all aware that tuition costs have climbed much faster than inflation, especially in the past few years. Your tax-deductible gift will allow us to award scholarships to more students and to give larger scholarships, all to very deserving students—our future nurses and future nurse leaders.

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

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

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

OTHER WORTHY CAUSES THE FOUNDATION HAS SUPPORTED IN RECENT YEARS

- $1,000 to help fund scholarships to nursing camp for high school students
- $5,000 to study nurse practitioners' barriers to practice and barriers to prescribing
- $500 to support toy safety and health promotion at a community clinic for the uninsured in a culturally diverse area of King County
- $500 to study the attitudes of nursing staff toward safe lift equipment and policies
- $1,000 from the Etta B. Cummings Fund to assist a nurse with extraordinary medical expenses
- $2,500 to assist nurses in the aftermath of Hurricane Katrina and other natural disasters
- $500 to support staff education to improve patient safety initiatives and outreach at a critical access hospital serving rural eastern Washington
- $500 to support bicycle safety awareness and helmet use
- $1,376 for research on culturally competent health care for Latinos in the Yakima area

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
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Judy Turner, RN, Trustee
Ann Whitley, BSN, RN, CCRN-CSC, Trustee
Nurses wanted: Largest women’s health study expanding to include men; seeking 100,000 nurses

Nurses’ Health Study recruits “next generation”

From the dangers of tobacco and trans fats to the benefits of physical activity and whole grains, much of what we know about health today is thanks to the Nurses’ Health Study.

Researchers are recruiting 100,000 nurses and nursing students to join the long-running Nurses’ Health Study and expand its landmark research on health and well-being. And for the very first time, male nurses and students are being invited to join.

RNs, LPNs and nursing students between the ages of 19 and 46 who live in the United States or Canada are eligible to join the study. More than 38,000 have signed up already, and recruitment will stay open until the goal of 100,000 participants is reached.

Researchers hope to engage a highly diverse group of nurses in the “next generation” of the study. For the first time, nursing students are being invited to join.

To make participation as convenient as possible for busy nurses, participants can join online and complete the study’s surveys through a secure website, www.nhs3.org.

More than 250,000 nurses have participated in the study since the 1970s. By completing confidential lifestyle surveys, they have helped advance medical knowledge about nutrition, exercise, cancer, heart disease, and many other conditions.

“Nurses were originally recruited for their expertise in accurately reporting health data,” explains Dr. Walter Willett, the study’s lead researcher and Chair of the Nutrition Department at Harvard School of Public Health in Boston. “Their involvement has been invaluable, and their dedication is remarkable — an astounding 90 percent of them are still enrolled, decades later!

The new group, NHS3, will allow us understand how today’s lifestyle and environment affect a person’s health in the future.”

Nurses enrolled in the earlier studies are encouraging their children and younger colleagues to join. “My mom started filling out surveys when the study began,” one nurse recently commented on the NHS3 Facebook page (www.facebook.com/NHS3.org). “I am so proud to be part of this study and see what it has done.”

NURSES’ HEALTH STUDIES

Started in 1976 and expanded in 1989, the Nurses’ Health Studies have led to many important insights on health and well-being, including cancer prevention, cardiovascular disease, and diabetes. Most importantly, these studies showed that diet, physical activity, and other lifestyle factors can powerfully promote better health.
Volunteer for the 2017 Seattle/King County Clinic

It takes about 750 health care professionals and general support volunteers a day to serve the thousands of patients who come to the Seattle/King County Clinic for care. This year, the clinic will be held Oct. 26 to 29 in KeyArena at Seattle Center. WSNA is a partner in putting on the clinic, and we have been proud to see our members sign up in past years to provide foot care, physical assessments, wound care, immunizations and more. We hope you’ll consider signing up this year as well.

As a volunteer, you will join as many as 100 partner organizations to offer free dental, vision and medical care to underserved and vulnerable populations. With your help, the clinic can treat over 4,000 patients and provide more than $3.5 million in healthcare services. The clinic provides most equipment and supplies, as well as free meals and parking.

Volunteer at seattlecenter.org/volunteers and learn more about the clinic at seattlecenter.org/skcclinic.

Public Health – Seattle & King County Director
Patty Hayes selected for The Kresge Foundation’s Emerging Leaders in Public Health Initiative

Patty Hayes, MN, RN, Director of Public Health – Seattle & King County and a member of WSNA’s Nursing Hall of Fame, is among those chosen to be part of The Kresge Foundation’s Emerging Leaders in Public Health Initiative. Hayes and Carina Elsenboss, the department’s Preparedness Director, will be working to transform public health in the communities they serve.

The Kresge Foundation announced the names of 40 public health leaders selected as part of the second cohort of the foundation’s Emerging Leaders in Public Health Initiative in April.

The program is designed to give leaders of local public health departments opportunities to build additional knowledge and skills to tackle the challenges public health professionals face in their communities. The 18-month program comes with coaching, technical assistance and a resource grant of up to $125,000.

Collectively, the 20 health departments represented by 40 cohort leaders serve nearly 14 million community members across the country.

CARE Act: Helping family caregivers after hospital discharge

More than 800,000 family caregivers in Washington help their loved ones live independently — keeping them out of costly institutions, such as nursing homes.

Most seniors who receive assistance at home rely exclusively on unpaid family caregivers for help. Family caregivers perform a variety of duties, including help with bathing and dressing, feeding, medication management, wound care, transportation and more.

AARP has led advocacy efforts to pass the Caregiver Advise, Record, Enable (CARE) Act in more than 35 states to ensure that caregivers have the information they need to take good care of patients going home from the hospital.

According to AARP:

Every hospital patient has an opportunity to designate a caregiver. The hospital must record the caregiver’s contact information, keep the caregiver informed about plans to move or discharge the patient and, prior to discharge, show the caregiver how to perform follow-up care the patient will need at home.

The Washington state legislature passed the CARE Act during the 2016 session, and the governor signed the bill into law. Now, AARP is encouraging patients to download the CARE wallet card and to consider in advance whom to designate as a caregiver.

The wallet card is available at www.aarp.org/waCAREwalletcard.

SAVE THESE DATES!

It’s not goodbye...

Someone asked me when I turned 65 how long I planned to continue working, and I replied, “I don’t see myself working after 70!” Well that time has come and gone. After 18½ amazing years as your WSNA Executive Director, it’s time for me to step down. But don’t expect me to disappear! I still have much to do in my “retirement” — citizen activist, provocateur, nurse advocate, WSNA promoter and much more. Like a bad penny, I’m likely to turn up just about anywhere nurses are. I feel great pride in our past and much confidence in our future — we have been through a LOT together, and there is much more to come.

As most of you know, I announced my decision to retire a year ago to give the WSNA Board ample time to engage in a national search for my replacement. The WSNA Board has made an excellent selection in Sally Watkins, PhD, RN, to lead this organization into the future, and I am so pleased to be able to pass the baton to her. She, along with our very talented, capable, committed staff, thoroughly respects each of YOU — our members — and the unique culture of our multipurpose, professional organization and union. I know the staff will support her and have no doubt that you will, too, as we continue the ambitious agenda our WSNA leaders and YOU — the members — have set.

To paraphrase Oliver Wendell Holmes: Great things in this world are determined not so much from where we stand, but rather in what direction we are moving.

If we are ever to assure access to quality health care for all and truly improve the public’s health, it is essential that we have all of our organizations and each one of us nurses working together — not only moving but, if necessary, marching in the same direction. That includes public health, hospitals, medicine, politicians, researchers, educators, government officials, and the communities that we serve ... all marching together. We must continue to translate our common values and dreams into achievable goals, and we must look among our own ranks to find the leadership and the courage to partner together in news ways to move forward.

Florence Nightingale once said that “nursing is a progressive art in which to stand still is to go back.” The challenge for us is to continually move forward, believing that changing things for the better is an object worthy of our best efforts. If we can do that, we can have great confidence in our future.

I continue to be energized by you all — our incredibly committed elected and appointed nurse leaders and the strong, talented and passionate staff team we have in place. It gives me great confidence that as I step away, WSNA will continue to be in great hands, and I have every confidence that WSNA’s new leadership will take WSNA into a positive future.

As they say, life isn’t about waiting for the storm to pass; it’s about learning to dance in the rain. And, oh boy, have we danced! Thank you all for the privilege of working with you. It has been and continues to be an amazing journey!
of leaders in health care, business and public policy responsible for crafting and lobbying for the successful passage of the Washington State Basic Health Plan. She was also appointed by the King County executive to a three-year term on the Harborview Medical Center board of trustees in the mid-1980s, before leaving Washington state in 1987 to become the assistant administrator for patient care services at Good Samaritan Hospital in Corvallis, OR.

In 1989, Judy moved to Washington, D.C., to become director of the ANA Division of Governmental Affairs, where she directed ANA’s lobbying and political action agenda and was responsible for the development, strategic planning and implementation activities related to Nursing’s Agenda for Health Care Reform, the nursing profession’s official platform during the 1992-94 national debate on health care reform. During her tenure at ANA, Judy also represented ANA on the National Leadership Coalition for Health Care Reform in Washington, D.C. (1990-94).

From 1993-95, she directed the ANA Department of Field Services and the Center for Labor Relations and Workplace Advocacy. From 1993 until coming to WSNA in 1999, Judy was director ANA’s Office of Strategic Planning, where she was responsible for overall association strategic planning, program development and for development and direction of the award-winning ANA website, NursingWorld.org.

Over the years Judy has served as adjunct faculty at several universities, including the University of Washington, Oregon Health Sciences University, George Mason University-Center for Health Policy in Virginia, the University of Maryland and Kent State University in Ohio.

In December 1998, Judy was awarded an honorary doctor of science degree from Kent State University for her work in health policy and advancing distance learning through electronic communications and the development of the Online Journal of Issues in Nursing (OJIN), an international, peer-reviewed nursing journal jointly sponsored by Kent State University and ANA.

Judy has received numerous awards and honors, including the WSNA/ANA Honorary Membership Award in 1983, the KCNA Nurse of the Year award in 1984, the WSNA Honorary Recognition Award in 1985, the University of Washington School of Nursing Distinguished Alumni award in 2008, the Nurse.com Mountain West Regional Nursing Excellence Award in the category of “Advancing and Leading the Profession” in 2012, the Mary Mahoney Professional Nurses Organization Ann Foy Baker Award in 2015, the American Association of Nurse Practitioners Advocate State Award for Excellence in 2015, the ANA Distinguished Membership Award in 2016, and the KCNA Shining Star Award in 2017.

Throughout her tenure as the executive director of WSNA, Judy has been involved in numerous community and advocacy activities including social justice and human rights, environmental health, health care reform, labor advocacy, support for public health, breast cancer awareness, children’s health, immunization awareness, and disaster response and preparedness planning. We have no doubt that Judy will continue to be active on these issues in retirement.

WSNA was fortunate to have such an outstanding leader for so many years.
The state of our future
by Sally Watkins, PhD, RN
Executive Director, WSNA

I am very excited to return to the Washington State Nurses Association as the new Executive Director! I am deeply committed to our working together to address the multitude of issues facing our profession and our members. As part of this work I want to highlight some of the areas that will continue to be a part of our focus:

Health access

As we continue to anticipate and witness potential threats to health care delivery in communities we serve, we will need to retain our focus on the protection of health coverage and access for the vulnerable, including those with pre-existing conditions. We will continue our support for public health. And we will continue to work to ensure various nursing care providers (registered nurses, advanced registered nurse practitioners, etc.) are allowed to work not only to their full scope of practice, but also in new and appropriate roles befitting new health delivery models. Where we have collective bargaining agreements in place, we also want to ensure the protection of health benefits for our members.

Safe staffing

With the passage of new legislation (ESHB 1714) we will have ongoing and new work focused on supporting staffing committees and ensuring compliance with the requirements in this law. New tools will be developed to assist staffing committees in their work and help them to be more effective. We have opportunities to partner with our colleagues in the Washington State Hospital Association, Northwest Organization of Nurse Executives and others to implement this legislation. We will continue to push for rest and meal breaks, and we will begin to expand these efforts to other practice settings where staffing issues also exist, such as in long-term care, public health, jails and other community-based settings.

Nursing practice and patient safety

We have the opportunity to also re-evaluate the existing Nurse Practice Act to further clarify and improve language, especially in the areas of nurse delegation. We have conflicting statutes regarding the nurse’s inability to delegate “the piercing of tissue,” which has led many hospitals to dually credential CNAs as medical assistants to allow for performance of blood glucose monitoring. We have language that allows a CNA in a community-based setting to administer insulin, but not perform blood glucose monitoring. The task-focused and setting-dependent structure of our practice laws no longer meet the health and safety needs of patients or providers across diverse, rapidly evolving healthcare environments. We also still need to understand our nursing workforce, e.g. diversity, practice areas, education completion level, etc. And, we need to further “own” our nursing metrics such as falls, pressure ulcers, CLABSI and CAUTI — especially given how our healthcare organizations are currently financed. Additionally, we know that there are emerging practice trends such as virtual care that will affect professional practice in many ways.

Occupational and environmental health

WSNA has had a long history of being extremely active in working to address such issues as workplace violence, fatigue, safe patient handling and needle-stick prevention. For many years we had an active committee working to prioritize those issues, develop educational resources and materials, support specific legislation and engage other coalitions/affiliates in addressing such concerns. We need to reconstitute such a committee and revisit these issues to include advancing work in emergency preparedness. The recent incident in Hanford is a strong reminder that we are at risk for untoward events, and nurses need to be prepared to respond, assess and intervene using evidence-based practice.

Membership growth and engagement

WSNA continues to reach new membership levels, and we are excited to continue reaching out to potential new members in many practice venues. We are planning to identify potential new member benefits that will further differentiate the benefits accessible by members versus non-members of WSNA. We are developing focused plans for additional organizing efforts to include reaching out to students and those not represented for collective bargaining. WSNA is the leading voice and advocate for our profession in this state. We want to continue to strengthen that voice and more fully engage members in our work.

Association vitality

We also have work to do within our association to further position us for the future. I will be creating a few new positions as well as restructuring some of our positions with the intent to better focus our resources. The staff within WSNA are extremely talented and have many ideas about how we could be more effective and efficient. I have completed individual interviews with all of them and am thrilled to begin to incorporate many of their suggestions into a work plan for the association.

During our recent 2017 Convention we also heard from many of our members who articulated what they consider to be important issues or actions that WSNA should address in the next two years to better support not only professional practice but individual members and their family/quality of life. We recently completed WSNA elections and will be convening our new board of directors in early August, where we will further establish specific priorities, goals and
objectives. The WSNA staff will then develop more specific strategies and tactics to meet those identified objectives.

During my presentation at Convention I read from “The Capilano Bridge — Nursing in Suspension,” by the late Kristine Evans, RN, MSN. I believe this helps to frame our work going forward:

“The journey into nursing’s future requires a new understanding of how to move forward and stay balanced. The supports to do so will come from the internal strengths of the nurse, not external supports. The suspension bridge cables reminded me of the cords of education and practice that support the pathway to the other side. Each participant in nursing contributes to its movement. Those who are unsure cause tremor on the bridge; those moving forward focusing on their own pace can miss the needs of others along the way. Tradition does not support this structure. The bridge to nursing’s future may not include familiar supports such as institutional-based practice, economic security, even traditional modes of education. Some of this we already know; some of these ideas are beginning to emerge, sometimes to great resistance. When resisted, great anxiety and fear of not being able to go on overwhelms us and coming to the other side is delayed. On the other side of the bridge many trails led to traditional Pacific Indian craft sites and new views of the bridge. I was challenged to think of new perspectives and traditional crafts that might be found on the other side of nursing’s journey into the future. Individually and collectively, nurses must identify for themselves the inherent internal strengths of the individual and the profession and then learn to count on those strengths to find the stability and confidence to move forward.”

Again, I am excited about our future together, and I sincerely look forward to increasing our visibility across the state and working with each of you!

[Signature]

Capilano suspension bridge in Vancouver, Canada

PHOTO: SHUTTERSTOCK, SONGQUAN DONG
Washington State Nurses Convention
May 3-5, 2017, Tulalip

Below: UW Medical Center RN Jordan Pai Palimar, Highline College nursing program coordinator Teresa Trillo and WSNA Legislative and Health Policy Council member Christina Stephens

St. Joseph Medical Center-Tacoma RNs Verna Montances and Liberty Bolante

WSNA Hall of Fame member Muriel Softli

WSNA past president Donna Poole and WSNA board member Sue Glass

Longtime WSNA member Jeremy King

Que Limpanyaloet, Leonor Flores and Anthony Delosreyes
Above: KCNA past president and retired WSNA staff member Hilke Faber and IENA board member Tiffany Gerbing

Below: School Nurse Organization of Washington (SNOW) president Nicole Klein, SNOW past president Terri Helm-Remund, National Association of School Nurses executive committee member Lynette Ondock and Seattle Public Schools manager of student health services Katie Johnson

Left: ANA vice president for nursing programs Cheryl Peterson, University of Pennsylvania professor emerita Jane Barnsteiner, University of Minnesota professor Joanne Disch, ANA president Pam Cipriano, WSNA executive director Sally Watkins, WSNA president Jan Bussert and author Leah Curtin (seated)

Below: Gemma Aranda and WSNA Cabinet on E&GW member Clarise Mahler

Left: WSNA Hall of Fame members Helen Behan, Mary Bartholet and Joanna Boatman

Below: Virginia Mason Medical Center RNs Pat Callow-Borges and Suzanne Baek

KCNA executive director Sue Vermillion and PCNA president Mike Krashin

PHOTOS: BEN TILDEN
WSNA Professional Nursing and Health Care Council member Antwinett Lee and Washington Center for Nursing board member Victoria Fletcher

Above: Tacoma General Hospital RNs Liz Leske, Phoebe Mugo and Melissa Dunlap

Left: WSNA government relations director Jennifer Muhm gives an update on the AHCA vote that was then taking place in the U.S. House of Representatives

Above: NCQAC nurse consultant Margaret Holm speaks on scope of practice issues

Left: NSWS past president Corey Haas, Rebecca Deryckx, Rocio Tapia and Sally Herman

Below: ANA president Pam Cipriano’s keynote address was one of several that were taped and are now available online at http://cne.wsna.org

Washington State Nurses Convention
May 3-5, 2017, Tulalip
A fair and just culture
Jane Barnsteiner, PhD, RN, FAAN and Joanne Disch, PhD, RN, FAAN

At Convention, Jan Barnsteiner and Joanne Disch presented an interactive, two-part workshop on owning your own practice with transparency and accountability so that you can provide high-quality care. They are two of the country’s leading experts on the six Quality and Safety in Nursing Education (QSEN) competencies of knowledge, attitude and skill to function effectively in a culture of safety wherever you work. This presentation was not made into a webinar. The article below summarizes some of the key points.

A just culture is “one in which the reporting of errors and near misses is supported without fear of retribution” (Reason, 2000). Physicians and employees are actually encouraged to identify and report errors and near misses so that learning can occur and the focus can be on fixing system issues rather than blaming individuals who may make mistakes. This requires environments that inspire trust, open communication, mutual respect and shared problem solving. The concept of fairness is also critically important because people want to know that the process for determining what went wrong is fair, along with the process for determining individual responsibility and system failure. Marx (2001) emphasizes that when unacceptable behavior does occur on the part of individuals, whether it is reckless or willful, discipline would be warranted.

Where do nursing students learn how to contribute to a fair and just culture? Actually, for the most part, nursing schools have not kept pace with this concept. A national online survey conducted by Disch et al (to be published in the American Journal of Nursing, Oct. 2017) found that only 16 percent of nursing schools had a policy or tool for reporting errors or near misses by nursing students; and that nursing schools varied widely on how errors or near misses were reported or analyzed, and how students received corrective action. For example, one school might automatically dismiss a student for any error, while another would analyze what happened and determine what role, if any, the student played in contributing to the error.

To create fair and just cultures in schools of nursing, Barnsteiner and Disch assert that several things must happen (to be published in the American Journal of Nursing, Nov 2017).

**Attitudes must change.** We must recognize that students will make mistakes, and vigilance is not enough. Using the principles of safety science can help us design learning environments that promote safe practice and honest communication.

**The role of faculty members must change** to create environments in which students can admit to errors and near misses and to support data collection and trending of errors to improve the curriculum and educational environment.

**The focus of the student must expand** to include feeling as accountable for and prepared to contribute to a safe environment and a fair and just culture as for delivering quality nursing care.

References
Couldn’t make it to Convention? Get a selection of the content — and the CNEs — online.

The 2017 Washington State Nurses Convention featured seven outstanding keynote presentations and six in-depth break-out sessions on a range of topics. Combined with other educational opportunities, attendees had the chance to earn a full year’s worth of CNEs over the course of the three-day convention.

We recorded a selection of the presentations and made them into free CNE-earning online courses. Access our full catalog of online courses at http://cne.wsna.org.

Safety 360 — taking responsibility together (1.00 CNE)

Pam Cipriano, PhD, RN, NEA-BC, FAAN
President, American Nurses Association

Dr. Pamela Cipriano, the 35th president of the American Nurses Association, is nationally known as a strong advocate for health care quality and serves on a number of boards and committees for high-profile organizations, including the National Quality Forum and the Joint Commission. ANA spent 2016 focused on Culture of Safety, offering monthly webinars and other resources for nurses. In “Safety 360: Taking Responsibility Together,” you will learn that to err is to be human, the perspective of patients and how to be safe in the complex work environments we work in.

Quality — a moral issue (1.00 CNE)

Leah Curtin, DSc(h), RN, FAAN
Clinical Professor of Nursing, University of Cincinnati College of Nursing and Health

An internationally recognized nurse leader, ethicist, speaker and consultant in the nursing field, Dr. Curtin has long been known as a strong advocate for the nursing profession and quality patient care. This presentation by the “Mother of Nursing Ethics” discusses the values, virtues and obligations of nurses based on nursing’s Code of Ethics, including how they shape your everyday practice. Dr. Curtin discusses how ethics is part of delivering quality of care, identifies steps to move beyond safety to quality, and explores the moral dilemmas presented by the health care system today.

Nursing in Washington — the state of our state (1.00 CNE)

Judy Huntington, MN, RN
Executive Director Emeritus, Washington State Nurses Association

In her final keynote as Executive Director of WSNA, Judy Huntington reviews the state of healthcare in Washington state, discusses the impact of legislation and advocacy that have affected nursing practice on our state, and challenges you to “Keep Marching” for the cause of safe, high-quality, equitable health care for all.

Moral resilience — fostering integrity in challenging situations (1.50 CNE)

Cheryl Peterson, MSN, RN
Vice President for Nursing Programs, American Nurses Association

This presentation focuses on understanding of moral distress and moral residual, and how to build toward moral resilience and courage. The Code of Ethics for Nurses with Interpretive Statements establishes the ethical standard for the profession. Given the complexity of health care today and into the future, it is imperative that nurses and the profession consider how best to create a culture of ethical practice while strengthening moral resilience. This presentation will help you understand moral distress, identify tools and resources, and describe elements of an ethical work environment.

The state of our future (1.00 CNE)

Sally Watkins, PhD, MS, RN
Executive Director, WSNA

Sally Watkins, PhD, RN, speaking as the incoming Executive Director of the Washington State Nurses Association, identifies potential future issues and challenges affecting the nursing profession and discusses strategies for addressing them. Prior to her return to WSNA, Dr. Watkins was Administrative Director, Clinical Resource Management, at CHI-Franciscan Health. She is also 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.

How to make staffing committees effective (1.00 CNE)

Jennifer Graves, MS, RN and Sally Watkins, PhD, MS, RN

This information-filled session reviews the Washington state Staffing Law, the new Patient Safety Act and the impact of these laws on staffing committees. Jennifer Graves and Sally Watkins explore current challenges facing staffing committees, discuss strategies for making staffing committees more effective, and help you identify “one thing” you can do tomorrow to make your staffing committee more effective.

WHPS program: What’s new — promoting nurses’ return to the workplace (1.00 CNE)

Melissa Fraser
Washington Health Professions Services Program

In this presentation, Melissa Fraser discusses the overall purpose and components of the Washington Health Professions Services Program; reviews the signs and symptoms of potential addiction in the health professional; and provides strategies for intervention, including how to provide appropriate support to the individual in the WHPS program.
2017 WSNA RESOLUTION 1

Supporting ANA’s Principles for Health System Transformation

Adopted by the WSNA General Assembly at the 2017 Washington State Nurses Convention

WHEREAS, WSNA has strongly and frequently reaffirmed its support for universal access to quality, affordable health care for all Washingtonians (1972, 1983, 1992, 1997, and 2007) and

WHEREAS: Americans want and deserve access to health care insurance for every person that provides coverage for essential benefits and ensures that they can get the health care they need, when they need it, at an affordable price in every community regardless of race, socio-economic status, gender or sexual identity; and

WHEREAS, while clearly not perfect, the current federal healthcare framework of the Affordable Care Act (ACA), Medicare and Medicaid has provided millions of people with access to healthcare and the ability to get their most basic health needs met; and

WHEREAS, Access to affordable healthcare must be maintained and the cost of healthcare should never prevent people from receiving the care they need; and

WHEREAS, While the ACA does need improvements, the current proposals under consideration by the 115th Congress would destabilize the financial structure of our healthcare system, leave up to 30 million Americans without affordable access to care, increase costs to older Americans and once again leave people with pre-existing conditions without adequate coverage; and

WHEREAS, The ACA has reduced the share of people without health insurance to historic lows by guaranteeing everyone’s right to buy insurance, providing new financial support for buying individual coverage, expanding Medicaid, and encouraging many employers to contribute toward the cost of workers’ health benefits; and

WHEREAS, Repealing the ACA without a replacement will put 30 million people at risk of losing their health benefits entirely and strip away vital protections and benefits from many millions more with Medicare, Medicaid, and workplace coverage; and

WHEREAS, Cutting federal funding to Washington State for Medicaid through block grants or per capita caps will shift health care costs onto our state, force impossible choices between cutting health benefits or even eliminating eligibility for them, take funding away from other essential services, and require state taxpayers to pay more; and

WHEREAS, Cutting federal funding to Washington State will threaten the health care, nursing home care and the long-term supports and the services that allow seniors and people of all ages with disabilities to live independently in their own homes and communities;

WHEREAS, Cutting federal funding to Washington State for Medicaid will threaten the health benefits that, together with the Children’s Health Insurance Program (CHIP), ensure that one-in-three children can get the medical care they need; and

WHEREAS, the American Nurses Association (ANA) recently developed a set of Principles for Health System Transformation outlining the profession’s health care priorities (attached) based on Nursing’s Agenda for Health Care Reform (adopted 1991; updated 2007),

BE IT THEREFORE,

RESOLVED, that WSNA utilize the ANA Principles for Health System Transformation to evaluate all proposals for State and/or National healthcare legislation, and

RESOLVED, that WSNA encourages all members of the Washington Congressional delegation to oppose attacks on our health benefits, including legislation that:

Turns Medicare into a voucher system, increases the Medicare eligibility age beyond 65, or in any other way cuts seniors’ Medicare benefits or shifts additional costs onto them;

Imposes new taxes on or otherwise threatens the health benefits working people earn on the job;

Repeals the Affordable Care Act without a replacement plan that ensures that anyone with coverage today is able afford it and that maintains key protections for all working families and seniors;

Repeals the Affordable Care Act’s expansion of Medicaid benefits to millions of people; including replacing it with block grants or imposes a per capita cap on federal funding for Medicaid; and

RESOLVED, That WSNA calls upon all members of the Washington Congressional Delegation to support real reforms that bring us closer to the goal of providing comprehensive, affordable health coverage for all by strengthening and expanding health benefits and controlling and lowering health care costs, so that everyone in America can get the care they need, when they need it, at an affordable price.

RESOLVED, To reaffirm WSNA’s position in support of universal healthcare and that the WSNA endorse Medicare for all.

Sponsors:
- Legislative & Health Care Council
- WSNA Board of Directors

Approved by WSNA Board Executive Committee April 2017
Adopted by the WSNA General Assembly May 4, 2017
2017 WSNA RESOLUTION 2

Controlling Rising Costs and Assuring Affordability of Prescription Drugs

Adopted by the WSNA General Assembly at the 2017 Washington State Nurses Convention

WHEREAS, nine in 10 Americans use prescription drugs, and three in four Americans say drug prices are unreasonable; and

WHEREAS, 37% of the average Social Security check goes toward out-of-pocket health care costs, much of which is due to growing costs of prescription drugs, and

WHEREAS, Prescription drugs are the single fastest-growing component of employer-sponsored insurance, accounting for 17 percent of total healthcare spending in 2016, and

WHEREAS, Americans pay the highest price for prescription drugs in the world, resulting in nearly 1 in 5 U.S. residents — 35 million people — not filling a prescription each year because they cannot afford it, and

WHEREAS, drug makers, often under the ownership of hedge funds and private equity firms, routinely increase prices for certain drugs without improving the therapeutic value to patients. (Among the 25 prescription drugs with the largest price increases from 2013 and 2015, hedge funds and private equity firms had significant investments in 20 of them over the same period), and

WHEREAS, rising prices for prescription drugs combined with an increase on patient cost-sharing—copays, coinsurance and deductibles—decreases the likelihood of adherence, resulting in worse health outcomes for patients and wasteful spending; and

WHEREAS, in 2015, five of the largest drug corporations made more than $50 BILLION in profits by manipulating the drug market to artificially inflate the cost of generic drugs and by reformulating and re-branding existing drugs resulting unprecedented increase in the costs of drugs, and

WHEREAS, while the Medicare Modernization Act of 2003 prohibits the federal government from negotiating drug prices, the government uses its bulk purchasing power to benefit veterans and Medicaid recipients; and

WHEREAS, provisions in trade agreements often increase administrative costs, enable greater political and economic influence by pharmaceutical companies to intervene in government decision-making involving drug pricing and reimbursements, thereby limiting state and local government authority to address public health:

BE IT THEREFORE,

RESOLVED, that in collaboration with ANA and AFT, WSNA will support and promote both national and state legislative and policy solutions to ensure that high prescription drug prices do not impose barriers to patients’ ability to access needed care, and that prices reflect the clinical value to the patient and not the market power of drug makers; and

RESOLVED, that WSNA will encourage ANA and AFT to support Federal Legislation such as the recently introduced, “Improving Access to Affordable Prescription Drugs Act” that would:

Allow Medicare to negotiate fair drug prices and accelerate the closing of the Part D “donut hole.”

Allow residents and pharmacies to import safe, affordable drugs from Canada, and eventually other select countries.

Require drug corporations to disclose financial information including profits and pricing information.

Increase competition of generic drugs and incentivize innovation among drug corporations.

Sponsors:

• Professional Nursing & Health Care Council
• WSNA Board of Directors

Approved by WSNA Board Executive Committee April 2017

Adopted by the WSNA General Assembly May 4, 2017
2017 WSNA RESOLUTION 3

Ending Healthcare Billing Practices That Contribute to Medical Debt

Adopted by the WSNA General Assembly at the 2017 Washington State Nurses Convention

WHEREAS, In 2015, 30 percent of privately insured Americans reported having received an unexpected medical bill within the past two years and 25 percent reported they or someone in their household had problems paying or were unable to pay medical bills in the past year; and

WHEREAS, two-thirds of Americans with problems paying medical bills say their problems followed a one-time emergency medical situation, suggesting medical debt is not limited to people with chronic medical conditions and, as such, poses a risk to the broader public; and

WHEREAS, health insurance plans increasingly offer fewer benefits and require higher out-of-pocket costs like increasing deductibles, copays and coinsurance and since 2010, deductibles have risen six times faster than workers' earnings and more than one-quarter of workers with employer-sponsored insurance are enrolled in a high-deductible health plan (HDHP), with deductibles of at least $1,300 for individual coverage and $2,600 for family coverage, and

WHEREAS, Patients should not have to choose between medically important care and financial stability. High out-of-pocket costs limit access to care as HDHPs encourage patients to postpone or forego medically important care to avoid paying the high cost of the deductible and co-insurance. Those in HDHPs are nearly twice as likely as those enrolled in lower deductible plans to report problems paying or an inability to pay medical bills, and

WHEREAS, despite having health insurance, the combination of narrow provider networks, inadequate information about the network status of billable providers and covered costs, and the lack of regulations restricting “balance billing” unnecessarily exposes patients to surprise medical bills that can run into the tens of thousands of dollars and leave patients with crippling debt, and

WHEREAS, patients burdened with medical debt are often forced to exhaust their savings, work longer hours, increase borrowing and/or cut back spending on food, clothing and other basic household items or even declare bankruptcy. The ripple effect created by medical debt poses a threat to the health and well-being of families and communities and severely limits financial resources available for other important priorities like education, housing and retirement savings; and

WHEREAS, as highly respected health professionals, nurses know that abusive medical billing practices and medical debt significantly limits access to care and destabilizes families and communities:

BE IT THEREFORE,

RESOLVED, that WSNA encourage and support the development of state legislation addressing abusive billing practices that contribute to medical debt, such as legislation requiring improved billing transparency and restricting balance-billing patients following an emergency or inadvertent encounter with an out-of-network provider; and

RESOLVED, that WSNA will partner with our national affiliates to support state and federal efforts to restrict unreasonable out-of-pocket costs like deductibles, copays and coinsurance; and

RESOLVED, that WSNA, in collaboration with ANA and AFT, will help provide educational resources and other tools for nurses and patients to help prevent surprise medical bills, and to negotiate better terms of repayment following an encounter with an out-of-network provider; and

RESOLVED, that WSNA will encourage and support WSNA local units to use collective bargaining as a vehicle to bargain language to enhance transparency and improve hospital financial assistance policies.

Sponsors:
• Professional Nursing & Health Care Council
• WSNA Board of Directors

Approved by WSNA Board Executive Committee April 2017
Adopted by the WSNA General Assembly May 4, 2017
2017 WSNA RESOLUTION 4

Reaffirming Opposition to “Right to Work” Proposals & Legislation

Adopted by the WSNA General Assembly at the 2017 Washington State Nurses Convention

WHEREAS, the efforts to amend the National Labor Relations Act and other federal and state collective bargaining laws would eliminate union security clauses in collective bargaining agreements and undermine union membership and labor organizing nationwide, and

WHEREAS, anti-union efforts, led by such groups as the Right to Work Foundation, the Center for Individual Rights, The Freedom Foundation, ALEC and the Koch brothers, have continued to intensify at both the State and local levels resulting in 27 states that have now enacted “Right-to-Work” laws, and

WHEREAS, in February 2017, anti-union Representatives in the 115th Congress introduced H.R.785: The National Right to Work Act that if enacted would extend so-called “Right to Work” laws to all states nationwide, and

WHEREAS, immediately following the introduction of the HR 785, the Trump Administration publicly reaffirmed its strong support for a national Right-to-Work law, and

WHEREAS, the most recent appointment to the US Supreme Court (SCOTUS) is likely to tip the court’s 5-4 decisions against unions and collective bargaining rights in several cases that are winding their way through the lower courts to eventually be considered by the SCOTUS, and

WHEREAS, WSNA, NFN, AFT, AFL-CIO and other state and national unions have all taken positions strongly opposing so-called “Right-to-Work” laws that inhibit the rights of workers by limiting the ability of workers in both private and public sectors, including registered nurses, to successfully advocate for fair working wages and benefits that protect them and the people they serve,

BE IT THEREFORE,

RESOLVED, that WSNA remain vigilant to potential threats to unions and members’ collective-bargaining rights and continue to strongly oppose so-called “Right-to-Work” actions in Washington State and across the nation.

Sponsors:
• Cabinet on Economic & General Welfare
• WSNA Board of Directors

Approved by WSNA Board Executive Committee April 2017
Adopted by the WSNA General Assembly May 4, 2017
WSNA election results are in

Board of Directors (2017-19)
President: Jan Bussert, Dist. 2, Vashon Island
Vice-President: Renata Bowlden, Dist. 3, University Place
Sec/Treasurer: Vee Sutherlin, Dist. 4, Nine Mile Falls
CAB Chair: Julia Barcott, Dist. 6, Yakima
Leg Chair: Lynnette Vehrs, Dist. 4, Spokane
PNHCC Chair: Pamela Pasquale, Dist. 7, Wenatchee
At-Large: Evelyn Street,
At-Large: Ann M. Whitley,
At-Large: Susan Glass,
At-Large: John Gustafson,
At-Large: Francisco Mendez,
At-Large: Gary Cook,
At-Large: Edna Cortez,
At-Large: Francesca Castillo,
Vice-Chair: Clarise Mahler,
Chairperson: Julia Rose Barcott,
General Welfare (2017-19)
Cabinet on Economic and Staff Nurse: Rosa Young,
Research: Bobbie Woodward,
Leg Council (2017-19)
Policy Council (2017-19)
Professional Nursing and Health Care Council (2017-19)
Chairperson: Pamela Pasquale, Dist. 7, Wenatchee
Administration: Rachel Wang Martinez, Dist. 2, Seattle
At-Large: Louanne Hausmann, Dist. 4, Spokane
Education: Lori Bailey, Dist. 4, Spokane
Ethics and Human Rights: Muriel Softli, Dist. 2, Seattle
Practice: Bobbie Woodward, Dist. 4, Spokane
Research: Anne Hirsch, Dist. 2, Seattle
Four (4) additional members will be appointed to the PNHCC when the WSNA Board of Directors meets on Aug. 4, 2017.

Legislative and Health Policy Council (2017-19)
Chairperson: Lynnette Vehrs, Dist. 4, Spokane
At-Large: Erin Allison, Dist. 1, Bellingham
At-Large: Susan E. Jacobson, Dist. 6, Yakima
At-Large: Justin Gill, Dist. 16, Blaine
Three (3) additional members will be appointed to the Legislative Council when the WSNA Board of Directors meets on Aug. 4, 2017.

WSNA Nominations/Search Committee (2017-19)
Peggy Slider, Dist. 4, Spokane
Judy Turner, Dist. 3, Fox Island
Frankie Manning, Dist. 2, Seattle
Betty Blondin, Dist. 3, Tacoma
E&GW Nominating/Search Committee (2017-19)
Tim Davis, Dist. 15, Pasco
Susan M. Jacobson, Dist. 3, Tacoma
Anjanette Bryant, Dist. 6, Yakima

Delegates to 2017 NFN National Federation Assembly
Judith Lyons, Dist. 18, Ellensburg
Francesca Castillo, Dist. 4, Spokane
Christina Stephens, Dist. 3, Tacoma
Martha Goodall, Dist. 4, Spokane
Judy Alves, Dist. 6, Yakima
Sarah Darveau Foster, Dist. 16, Camano Island
First Alternate: Edna Cortez, Dist. 2, Seattle

Delegates to 2018 AFT National Convention
Martha Goodall, Dist. 4, Spokane
Francesca Castillo, Dist. 4, Spokane
Judy Lyons, Dist. 6, Yakima
Julie Barcott, Dist. 6, Yakima
Susan E. Jacobson, Dist. 6, Yakima
Edna Cortez, Dist. 2, Seattle
Christina Stephens, Dist. 3, Tacoma
Amy Boultinghouse, Dist. 10, Castel Rock
Renata Bowlden, Dist. 3, University Place
Anita Stull, Dist. 2, Seattle
Clarise Mahler, Dist. 2, Duvall
Allison Beaman, Dist. 2, Seattle
Jennifer Fallon, Dist. 10, Castel Rock
Tiffany Guyette, Dist. 2, Bothell
Suzanne Baek, Dist. 2, Federal Way
Mara Kieval, Dist. 98, Portland
Jorden Pai Palmer, Dist. 2, Seattle
Sarah Darveau-Foster, Dist. 2, Camano Island
Dianne “Didi” Gray, Dist. 11, Vancouver
John Gustafson, Dist. 3, Tacoma
First Alternate: Christopher “C.J.” Johnston, Dist. 3, Tacoma

AN A Membership Assembly (2018-19)
Office of the WSNA President (Jan Bussert) by virtue of WSNA Bylaws
Martha Goodall, Dist. 4, Spokane

IMPORTANT NOTE: At the June 2017 ANA Membership Assembly (MA), the ANA Bylaws were amended to change the size of the MA to 200 and increase the number of voting representatives according to the ANA apportionment policy. As a result, it is likely that WSNA will be allotted approximately 14 voting representatives in 2018. In addition to the two representatives just elected, remaining WSNA elected alternate representatives will be assigned in the order of the number of the votes received. It is possible that WSNA may be allotted more or less than a total of 14 voting representatives; the exact number will not be known until sometime in early 2018, since the ANA apportionment policy is based on the total amount of member dues paid to ANA.

Jennifer Graves, Dist. 2, Seattle
Christina Stephens, Dist. 3, Tacoma
Judy Huntington, Dist. 2, Seattle
Renata Bowlden, Dist. 3, Tacoma
Tim Davis, Dist. 15, Pasco
Sally Herman, Dist. 16, Mt. Vernon
Judy Lyons, Dist. 18, Ellensburg
Amy Boultinghouse, Dist. 10, Castel Rock
Chuck Comiskey, Dist. 13, Olympia
Darlene Delgado, Dist. 2, Kirkland
Anita Stull, Dist. 2, Seattle
Rosa Young, Dist. 2, Seattle

If WSNA is allotted more than 14 representatives or one cannot go, additional elected Alternate Representatives would become 2018 WSNA Voting Representatives in order of the number of votes received. The first five elected alternates in order of votes are:

Justin Gill, Dist. 17, Gig Harbor
Jorden Pai Palmer, Dist. 2, Seattle
Suzanna Avery, Dist. 2, Seattle
Julia Barcott, Dist. 6, Yakima
Ann Whitley, Dist. 6, Yakima

WSNA Nominations/Search Committee (2017-19)
Peggy Slider, Dist. 4, Spokane
Judy Turner, Dist. 3, Fox Island
Frankie Manning, Dist. 2, Seattle
Betty Blondin, Dist. 3, Tacoma

E&GW Nominating/Search Committee (2017-19)
Tim Davis, Dist. 15, Pasco
Susan M. Jacobson, Dist. 3, Tacoma
Anjanette Bryant, Dist. 6, Yakima

NFN Executive Board (2018-2021)
Director: Renata Bowlden, Dist. 3, Tacoma
Highlights of the NSWS Convention

By Heather Stephen-Selby, MSN, ARNP-BC
WSNA Assistant Executive Director for Nursing Practice, Education & Research

This year’s Nursing Students of Washington State Convention was held May 6 at the Tulalip Resort and Casino, in conjunction with the Washington State Nurses Convention. The convention was well attended with over 150 students from across the state who were engaged around the theme of “Navigating Safe Passage from Student to Staff Nurse.”

Some programs demonstrated their school pride by showing up in large numbers, including sizable groups of students from Seattle Central, Grays Harbor and Whatcom Community colleges, and from Washington State University. After many years of not attending, both Pacific Lutheran University and Seattle University returned to the convention.

Some highlights included a passionate and enlightening keynote speech by Dr. Leah Curtin DSc(h), RN, FAAN, “the mother of ethics,” who challenged the students to engage and make a difference in today’s ever-changing health care environment. Students also heard from nationally renowned experts Dr. Joanne Disch PhD, RN, FAAN and Dr. Jane Barnsteiner, PhD, RN, FAAN, who presented on how to address quality and safety in both nursing education and practice. Both speakers were delighted to hear that Washington state nursing programs are actively teaching the principles of QSEN (Quality and Safety in Nursing Education) in their curricula. Students also heard a keynote speech from Cheryl Peterson, MSN, RN, Vice President of Nursing Programs at the American Nurses Association, on moral resiliency and how to be successful when entering the practice setting.

Students also were able to attend mini NCLEX review classes by both Kaplan and Hurst. The cover letter and resume writing workshop provided a fresh look at how to be successful in that first job application or interview. The residency panel provided an opportunity for students to learn how they work, how to be successful and whether a residency program is the right option upon graduation for them. Another highlight was the specialty panel with nurses from home health, critical care, advanced practice and school nursing sharing their passion for their roles and how they got there.

The final highlight was the raffle, with prizes that included a spa basket, coffee basket, free NCLEX review courses, uniforms and much more.
Every two years, in conjunction with our biennial convention, The Washington State Nurses Association recognizes nurse colleagues and community partners who made significant personal and professional contributions toward the advancement of nurses, the profession and the association. On Thursday, May 4, we presented 10 awards, celebrating exemplary nurses and community members who have made Washington a healthier place.
COMMUNITY PARTNER RECOGNITION AWARD

In recognition of significant contributions made toward advancing nursing and the health and wellness of the citizens of Washington state.

Adam Davis, RN, DNP and Mitch Snyder, Division Chief for the FD CARES program.

The FD CARES program was created by the Kent Fire Department to deliver more appropriate, cost-effective health care to members of the community and cut down on the use of 911 calls for non-emergent medical issues.

Often, people call 911 because they don’t know where to turn to address issues that aren’t a real emergency. They could be calling because of issues related to a chronic condition like diabetes, a minor injury or anxiety. To better meet these needs — and reserve emergency services for true emergencies — the Kent Fire Department created FD CARES.

Mitch and Adam reached out to WSNA early in the development of the program to create a partnership that recognizes and utilizes the expertise of both the paramedic and the registered nurse in caring for our communities’ most vulnerable residents. The partnership now also includes the International Association of Firefighters, the Washington State Council of Firefighters, King County EMS, Tri-Med Ambulance, Premera, MultiCare and UW Valley Medical Center.

Registered nurses are an integral part of the team, responding to needs for non-emergent care, monitoring, and connecting patients with appropriate community resources. The non-emergency care teams connect patients with primary care providers and specialists, mental health and sobriety programs and other social services. They help patients get needed equipment, find temporary shelter and access low-cost medications.

The results have been impressive. FD CARES delivers better, more appropriate care to the community, cuts down on the use of 911 for non-emergencies, frees up emergency resources for when they’re truly needed and saves the system money. Increasingly, the FD CARES program is viewed as a model for other communities, across the state and the nation.

The FD CARES program is partnership at its best, bringing together the Kent Fire Department, registered nurses and community services to help people before they’re in a medical emergency.

Adam Davis, Lead Nurse / FDCARES, Puget Sound Regional Fire Authority

At the conclusion of World War I, Woodrow Wilson famously proclaimed, “There must not be a balance of power, but a community of power; not organized rivalries, but an organized, common peace.” The rivalries and silos that exist between health systems and community-based organizations, between healthcare and social services, and between healthcare professionals and public servants must be broken. In 21st-century America, we must build a community of power that crosses organizational and professional barriers and delivers on the promise of integrated, patient-centered care.

Mitch Snyder, Division Chief, Kent Regional Fire Authority

It is with sincere gratitude that I thank you for recognizing the FDCARES program with the WSNA Community Partner Award. The name of the award is appropriate in that we feel this is truly a partnership between the nurses association and the fire department. We are so appreciative of all that the staff from WSNA has done in assisting the FDCARES program in promoting community health and wellness. This partnership has enabled fire agencies across the state of Washington to offer the services of nurses to the members of our communities. The unique 24/7 response team of a firefighter EMT and a nurse has proven to be an effective approach to improving population health, finding resources to address the unmet needs for our residents, and reducing the need for emergency services for so many members of our community.

It is with a great deal of humility and honor that I extend my sincere appreciation to all of the staff at WSNA, not just for the recognition of this great partnership but for all that you are doing for those who live in Washington State.
MARGUERITE COBB PUBLIC HEALTH/COMMUNITY HEALTH NURSE AWARD
In recognition of outstanding professional contributions to the field of public or community health nursing.

David Reyes, MPH, RN, DNP, APHN-BC

David has had tremendous influence on community and public health in Washington state and beyond. Over his 30-year career, his contributions to nursing practice, education and leadership in public health, acute care, home health and perioperative nursing have been exceptional.

David is currently an Assistant Professor in the Nursing & Healthcare Leadership Program at the University of Washington Tacoma. David challenges undergraduate and graduate students to think deeply about health equity and the social determinants of health. He is an inspiring and skilled teacher who uses his own public health and primary care experiences to help students make connections between individual health outcomes and population-level health promotion strategies and outcomes.

David takes his students out of the classroom to work on real-life community/public health projects like the Just and Healthy Food System Community of Interest, which is addressing food equity, access and security in South Tacoma. He also is working on a project to train east Tacoma residents as community assessment facilitators, and he is active in the Pierce County Community Health Improvement Plan and King County HIV/AIDS Oral History Project.

Last year, David was appointed by the University of Washington’s president to the new Population Health Executive Council, which addresses eliminating disease as well as the intersecting and overlapping factors that influence health.

Prior to entering academia, David spent 17 years as a supervisor and administrator at Public Health – Seattle & King County. As a Health Services Administrator in the Community Health Services Division, David managed health services delivery at various public health centers, and participated in PHSKC’s diversity, social justice and health equity initiatives.

He served on the Governing Board of the American Public Health Association and currently serves on the Robert Wood Johnson Foundation’s National Advisory Committee for Academic Progression in Nursing. He is on the Editorial Board of the journal Public Health Nursing.

Throughout his clinical practice and academic career, David has demonstrated a deep commitment to improving community/public health, serving vulnerable populations, and inspiring and challenging students.

David Reyes

Thank you to the Washington State Nurses Association for selecting me as the 2017 recipient of the Marguerite Cobb Public Health/Community Health Nurse Award. I am truly humbled and honored. One of the reasons that receiving this recognition is especially meaningful to me is because Dr. Janet Primomo, who nominated me, was also a previous recipient of this award. In addition, I am fortunate to have Dr. Primomo as one of my mentors, particularly because Marguerite Cobb was a mentor to her.

As a nurse, I don’t really see what I do or what I’ve accomplished as extraordinary. Rather, I find it necessary and compelling to address and improve health, particularly in communities that are under-served and experience living in adverse conditions and environments. I am privileged to have gained the trust of the community members I work with, and hope that in some small way I’ve supported them to advocate for themselves so that their voices are heard. I learned the value and importance of this as a young nursing student. Now, after 30+ years, I also hope to inspire my students to want to do the same, and in some small way, make a difference in the lives of the patients and families they care for and in the communities in which they work and live.
JOANNA BOATMAN STAFF NURSE LEADERSHIP AWARD

Given in recognition of outstanding leadership and significant contributions to the economic and general welfare of nurses and nursing.

Judi Lyons, RN

Judi has worked at Kittitas Valley Healthcare in Ellensburg for nearly 40 years, and she has been an active member of WSNA from the beginning. She has served in WSNA, District and Local Unit leadership positions for an astounding 32 continuous years!

As president of the Washington State Nurses Association from 1993 to 1997, Judi oversaw a time of major challenges to WSNA and our collective bargaining program. Her personal passion for nurses and workplace rights led her to be a staunch life-long advocate on behalf of WSNA, of nurses across Washington and of our patients.

In addition to serving as WSNA president, Judi has served in many other leadership positions on the WSNA board of directors, including as Vice-President; on the WSNA Cabinet on Economic & General Welfare; with the Washington State Nurses Foundation; as president of the Kittitas District Nurses Association and in several officer positions in her Local Unit and negotiating teams. Most of us cannot remember a time when we did not have Judi’s steady, experienced hand to help guide us.

At the local level, Judi has consistently served on bargaining teams, including one that started negotiating in November of 2010 and continued for more than two brutal years. That team won the Cabinet on Economic & General Welfare Adversity Award at the WSNA Leadership Conference in 2013.

Additionally, Judi has been actively involved in her specialty area of practice. For more than 20 years, Judi has been a member of the Washington State Council of Perioperative Nurses and has been integral to the annual WSCPN Mini-Congress, an annual nursing education program for perioperative nurses. Most recently Judi served as president-elect and president of the WSCPN.

Colleagues describe Judi as a “nurse’s nurse.” We describe her as incredible, indispensable, and inspiring!

Judi Lyons, RN:

Thank you. I am so privileged and honored to receive this award. I never imagined that being in the company of so many notorious, well-educated, gifted, outspoken, infamous and eloquent people at the Washington State Nurses Association could lead me here.

I have enjoyed being a member of WSNA for almost 40 years. Throughout the years I have continued to learn skills and meet people that have helped me in all walks of my life from the local and district levels in Ellensburg, where I practice in the surgery department of our 25-bed critical access hospital, to the state association and at the national level. And, now I serve with the National Federation of Nurses.

I’ve had the pleasure to serve as a past president of WSNA, along with a huge variety of cabinet and committee positions at all levels. I was a WSNA Board of Directors member at the inception of the prestigious Joanna Boatman Staff Nurse Leadership Award in 1995. Joanna and many of you in this room have helped guide my footsteps. I will continue to strive to improve from the lessons learned by being engaged in this GREAT organization.
Top: Patty Hayes, Stephen Hegg, David Reyes and Janet Primomo  
Middle left: Michael Wansley and Jennifer Graves  
Middle right: Adam Davis, Judy Huntington and Mitch Snyder  
Bottom: Carolyn Grant, Susan Manfredi, Tom Booz, Cathy Powers and Sharleen DeVos

PHOTOS: BEN TILDEN
WSNA HONORARY RECOGNITION AWARD

Given by the WSNA Board of Directors to a registered nurse who has been an active contributing member of WSNA and who, while holding elected or appointed office in WSNA or ANA, has made significant contributions to the association, the professional practice of nursing, has been a consumer advocate and/or has interpreted the role of nursing to consumers.

Jennifer Graves, RN, MS

Jennifer has given her considerable nursing expertise and managerial skills to support WSNA in so many ways. She always, always steps up. She has served as Vice President of both the WSNA Board of Directors and the Foundation Board of Trustees as well as serving on numerous committees and task forces.

Jennifer has been a member of the nursing and health care community in the Pacific Northwest for several decades and recently was named Vice President for Patient Safety and Quality Operations at the Washington State Hospital Association. She is a former CEO of Swedish Edmonds and Swedish Ballard, where she was actively engaged in leading all aspects of hospital operations.

By employing servant leadership principles, Jennifer promoted a safe and healthy workplace, clinical and workforce autonomy for nurses, open communication and positive relationships among the healthcare team, and exceptional patient care. Her deliberate focus on quality and safety created a thriving work and care environment.

Highlights of her career include attaining the ANCC Pathway to Excellence Designation with her Ballard team in 2015, making it the first hospital in Washington state to achieve this prestigious recognition.

Jennifer began her health care career in cardiothoracic surgery at the University of Washington Medical Center, and worked as a board-certified nurse practitioner for two decades. She has taught in nursing programs at both Seattle Pacific University and Northwest University, teaching courses in pathophysiology, quality improvement and finance.

Jennifer has conducted clinical research in pulmonary and critical care medicine, with a special emphasis on venous thromboembolic disorders; participated on clinical teams investigating sleep patterns and nighttime hormone levels in women with irritable bowel disorders; and received grant support to implement evidence-based depression treatment delivered by nurse care managers in ambulatory care.

Jennifer has just about done it all, and WSNA is honored to have had her membership and leadership service for so many years.
PNHCC BEST PRACTICE AWARD

Lynn Nelson, MSN, RN, NCSN

Lynn has worked for more than 20 years to ensure school nurses have what they need to effectively care for children. This is not easy work. District budgets and school nursing staff are constantly threatened by cuts. But Lynn is a formidable advocate for school nurses and the children they care for.

Lynn’s commitment is clear in her work with rural school districts, in her leadership within WSNA and the School Nurse Organization of Washington (SNOW), and in the innovative programs she has created to address the needs of at-risk students.

Since 2002, Lynn has served as Director of Student Support and Health Services for Educational Service District (ESD) #113, which covers 44 school districts in the Olympia area. Lynn manages the School Nurse Corps program, which assures the delivery of safe and legal nursing services to children in small, rural school districts. Under her stewardship, the Corps won the Warren Featherstone Reid Award for Excellence from the Washington Department of Health in 2013. The award recognizes exceptional quality and value in the delivery of health services.

At the ESD, Lynn also implemented the innovative, prevention-focused Nurse Case Management model, which has demonstrated improvements in academic and behavioral outcomes for at-risk students. From pre-school to GED programs, Lynn has demonstrated her commitment to equitable access to education for all children.

Lynn’s trusted role as a school health leader was recognized in 2013 when she was selected by her peers as the School Nurse Association of Washington’s School Nurse Administrator of the Year. That year she also was part of a six-person team that won a prestigious Johnson & Johnson Fellowship for School Health Leadership.

Lynn’s advocacy work includes serving as a founding member of the Washington Initiative for Student Health, as a member of WSNA’s Legislative & Health Policy Council, and as chair of SNOW’s Legislative Committee.

Lynn knows that healthy children learn better and believes wholeheartedly that all children deserve access to school nurses and a quality education.

Lynn Nelson

I am deeply honored to be chosen as this year’s recipient of the Professional Nursing and Health Care Council Best Practice Award. In reality, I accepted it on behalf of the hundreds of school nurses working in Washington’s public schools.

I am a nurse administrator for the School Nurse Corps, a regional program that provides direct service and professional consultation to public schools. As such, my “patients or clients” are students, pre-K through grade 12, in a five-county area, as well as their parents and the school staff, including school nurses, who support them to be healthy while engaged in school. School nursing is a complex and specialized practice area, one in which practitioners must consider both education and nursing law, and facilitate safe care that often relies on non-licensed school staff. School nurses are often the invisible support that allows students to safely attend school, ready to learn. School nurses ensure equity for their students.

I am so grateful for the support that WSNA provides to the School Nurse Association of Washington, as both organizations work together to elevate the visibility of school nurses, advocate for adequate staffing to ensure the safety of our children in the school setting, and promote legislation that truly serves our children and youth.
Top left: Cheryl Peterson, Susan Manfredi and Pam Cipriano
Top right: Susan E. Jacobson, Jennifer Graves and Julia Barcott
Middle left: Judi Lyons
Middle right: Liz Leske and Judi Lyons
Bottom left: Lynn Von Schlieder
Bottom right: Pamela Mitchell and Sofia Aragon
PNHCC NURSE LEADERSHIP AND MANAGEMENT AWARD

Susan Manfredi, DNP, MBA, RN, FACHE

Sue is currently the Vice President for Patient Care Services and the Chief Nursing Officer at UW Medicine Northwest Hospital. Her experience in management and senior leadership spans more than 40 years.

What makes Sue such an exceptional nurse manager is that she remains, first and foremost, a nurse. Sue started her career as a new graduate nurse working in a combination ICU for Kaiser Permanente in California. Six years later, she moved to Boston, where she obtained her first leadership position as the Nurse Manager of a cardiac ICU and fluoroscopy unit at Waltham Hospital. Following a three-year stint in Boston, Sue joined the leadership team at UC Davis as the Manager of the Medical ICU and the Medical Specialties ICU, where she worked and built strong nursing teams for over 12 and a half years.

Sue has been in Seattle since 1995, when she was recruited to join Harborview Medical Center, where she worked for 17 years in management and administration. In 2013, Sue joined Northwest Hospital and became the Vice President for Patient Care Services and Chief Nursing Officer.

One of the first things Sue did when she got to Northwest Hospital was to spend time with nurses on each unit identifying the unit’s strengths and areas for improvement. Listening to the nurses and working collaboratively with them sent a strong message: Sue truly values the profession and respects nurses.

Sue continues to be a leader who wants to hear from the nurses she works with and is always willing to get in the trenches. She is a creative problem-solver who works collaboratively with the nurses on staff. She has championed nurses and values nurses’ contributions, and she recognizes the need for work-life balance. It is no wonder that Sue is so highly regarded by the nurses at Northwest Hospital.
PNHCC Nurse Educator Award

Lynn Von Schlieder, MN, RN

Lynn is director of the nursing program and professor of nursing at Shoreline Community College.

She brings to the role more than 48 years of experience in nursing, in acute care civilian and military settings. Her background includes emergency nursing, critical care, medical-surgical, pediatrics and flight nursing as a member of the U.S. Air Force for 17 years. She has been a nurse educator in associate degree programs since 1995.

Directing the nursing program at Shoreline is a complex job — one that colleagues have noted Lynn handles with grace and skill. Her leadership style focuses on communication and faculty involvement. As a result, Lynn has succeeded in bringing the faculty together, improving communication, and initiating several quality improvement activities.

Lynn actively represents the nursing program throughout the college and in the community. As a veteran herself, she contributes to the school’s veteran support programs.

As a professor of nursing, Lynn is known for researching her topics to ensure that the most current, evidence-based content is being taught. She is committed to excellence in test writing, using a specific process to ensure her tests include all components of the nursing process and are tested at the application and synthesis levels. She mentors students in a way that is both supportive and professional.

Lynn is an active member of CNEWS, the Council of Nurse Educators in Washington State, and has served as the CNEWS liaison to WSNA. She received Shoreline Community College’s Exceptional Faculty award for 2013-2014 and the King County Nurses Association “Shining Star” award in 2015 in recognition of her demonstrated excellence in practice and significant contributions to the nursing profession.

When she received KCNA’s Shining Star Award, Lynn was quoted as saying, “As an educator, I love nothing more than helping other nurses grow, whether they be fellow faculty or students.”
PNHCC ETHICS AND HUMAN RIGHTS AWARD

Sofia Aragon, JD, BSN, RN

Sofia is Executive Director of the Washington Center for Nursing, the state nursing workforce data and resource center. Sofia has a deep commitment to meeting WCN’s mission of building a diverse, highly qualified nursing workforce for a healthier Washington. She is establishing herself as a national leader in nursing workforce issues and has recently been elected president of the National Forum of Nursing Workforce Centers.

It has long been recognized that a nursing workforce that reflects Washington’s increasingly diverse community is essential to improving the health of our entire population. To accomplish this, the Center, under Sofia’s leadership, builds crucial partnerships around the state to identify strategies to create a more robust pipeline of nurses.

Sofia brings representatives of ethnic nursing organizations to the table for input on WCN’s work, including three important pieces of work completed just this year: a K through 12 School Counselor’s Guide to the Nursing Profession, developing recommendations to diversify the nursing student body based on the findings of a student nurse survey, and publishing a Diversity Toolkit for Higher Education, which provides a compilation of strategies from other disciplines for nurse educators to consider.

Sofia promotes diversity and equity through various coalitions, boards and commissions. In her previous role as senior governmental advisor at WSNA, she co-founded the Racial Equity Team (RET) Lobby. The work of the RET has won numerous awards from the Children’s Alliance, the King County Human Services Coalition, the Minority Executive Directors Coalition and the American Federation of Teachers. She has also served as chair of the Governor’s Commission on Asian Pacific American Affairs, currently serves on the board of the Washington Low Income Housing Alliance, Asian Pacific Americans for Civic Engagement, and is currently the president of the Washington State Association of Nurse Attorneys.

Sofia Aragon

I am honored to receive the Ethics and Human Rights Award from the WSNA Professional Nursing and Health Care Council. My work to increase awareness of the social determinants of health and the need to have a more diverse nursing workforce really took off when I was the Senior Governmental Advisor at WSNA. I had the full support of WSNA leadership to help build the Racial Equity Team, a coalition of advocates to defeat legislation that had the unintended consequences of increasing barriers for underrepresented groups and exacerbating health disparities. From a small group of fewer than 10 lobbyists of color representing additional influential organizations such as SEIU 775, the Washington State Labor Council, ACLU, AFT and others, the coalition grew to more than 130 organizations and prompted the formation of similar organizations such as the Equity in Education Coalition.

At the Washington Center for Nursing, I am inspired to continue addressing health disparities and inequities. I am pleased to receive this award as a recognition not only of the work I have done but also, more importantly, as a recognition that addressing health disparities and inequities is a human rights issue that demands our attention.
PNHCC NURSE RESEARCHER AWARD

Pamela Mitchell, PhD, RN, FAANP

Pam has been a University of Washington faculty member since 1969 and is currently the Executive Associate Dean of the UW School of Nursing and tenured professor in the Department of Biobehavioral Nursing & Health Systems. She is also an adjunct professor in the Department of Health Services in the School of Public Health and Community Medicine and is the founding director of the Center for Health Sciences Interprofessional Education and co-director of the Research Education Core in the Institute for Translational Sciences. Throughout her long and rich tenure, Dr. Mitchell has filled, and continues to fill, numerous leadership and research roles for the University and for the School of Nursing, including serving as interim dean of the University of Washington School of Nursing from 2012 through 2013.

Pam initially worked as a staff nurse in intensive care and neuroscience units and as a public health nurse before becoming a faculty member and nurse scientist in schools of nursing and of public health.

Pam is highly respected throughout the nursing community for her innovative practice research and advances in nursing care for patients with increased intracranial pressure, such as those with head injury and stroke. She is recognized as a leading researcher in managing recovery from brain injury in both acute and community care settings. Additionally, her recent research has also focused on the impact of nurse staffing on patient outcomes.

Pam is the author or co-author of more than 200 peer-reviewed journal articles, books or book chapters, book reviews, abstracts and technical reports. She served on the editorial board of the Journal of Advanced Nursing for six years, and on the editorial board of Biological Research in Nursing for nine years.

Pam has held numerous leadership positions, including present of the American Academy of Nursing, and is a fellow of the American Heart Association and Stroke Council. She has also received many awards over her career. In 2010, she was selected by Sigma Theta Tau International as an inaugural member of the Nurse Research Hall of Fame. In 2012, she received the Katharine A. Lembright Award, the highest award of the American Heart Association Council on Cardiovascular and Stroke Nursing.

She has also been honored with the Ada Sue Hinshaw Award by the Friends of the National Institute for Nursing Research (FNINR), presented to nurse scientists who make major contributions to improving health care through research, and recently, was named as one of just 15 FNINR ambassadors chosen based on their ability to advance public health, health professions, policy, and awareness of nursing research. In that role, she will focus on educating congressional leaders about the importance of nursing science and research.

Pamela Mitchell

It was a delightful surprise to receive the letter telling me that I was to receive the 2017 Nurse Researcher award. It was even more delightful to join so many colleagues at the awards dinner. My research over the 40 plus years of my career has always been focused on clinical outcomes of nursing care, including the context in which care is delivered. So staffing and issues of organizational quality have been an integral part of that program of research. It has been a distinct pleasure to work with WSNA and other nursing organizations to bring the fruits of that research into clinical practice. Thank you so much, colleagues, for this wonderful recognition.
Thanks to incredible engagement and participation by WSNA members, we had some big wins this session. We appreciate everyone’s commitment to advocating for nurses and patient safety in Olympia this year.

The legislature adjourned Sine Die April 23, the last day of the 2017 regular session. As expected, the legislature adjourned without passing a 2017-19 budget. The governor called the legislature back into two special sessions before a final state operating budget was passed on June 30, narrowly averting a state government shutdown.

WSNA achieved some major policy wins during the 2017 state legislative session, and made good progress on a number of issues and priority budget items — all thanks to the very active participation of so many WSNA members.

MAJOR POLICY WINS

Nurse staffing **PASSED**

Staffing continues to be WSNA’s number one priority, and we are pleased that with the help of WSNA members and the WSNA Legislative and Health Policy Council, this year’s staffing bill, HB 1714, was signed into law by Governor Inslee May 8.

This new law creates greater transparency and accountability for nurse staffing plans and hospital nurse staffing committees, and it represents a real step forward in our ongoing work to hold hospitals accountable for staffing so that nurses can deliver safe, high quality care to their patients.

HB 1714 was sponsored and championed by Representative Eileen Cody, RN and received outstanding support from Senator Ann Rivers as it made its way through the Senate. The final bill was the result of many hours of negotiation with hospitals and other nursing unions. WSNA extends special thanks to WSNA member Danielle O’Toole, BSN, RN and WSNA Legislative & Health Policy Council member Justin Gill, BSN, RN for their testimony in support of HB 1714.

The new law increases the transparency of nurse staffing plans in hospitals around the state by amending the current staffing law to:

- Require hospitals to accept the staffing committee’s staffing plan or to prepare an alternative annual staffing plan that will be adopted by the hospital.
- Require hospitals to submit the adopted staffing plan and subsequent changes to the staffing plan to the Washington State Department of Health beginning Jan. 1, 2019.
- Require hospitals to implement the staffing plan and assign nursing personnel to each patient care unit in accordance with the plan beginning Jan. 1, 2019.
- Allow a nurse to report to, and file a complaint with, the staffing committee any time the nurse personnel assignment is not in accordance with the adopted staffing plan.
• Allow nurses who may disagree with the shift-to-shift adjustments in staffing levels to submit a complaint to the staffing committee.
• Require staffing committees to develop a process to examine and respond to submitted complaints, and to determine if a complaint is resolved or dismissed based on unsubstantiated data.
• Require the Washington State Department of Health to investigate complaints with documented evidence for failure to:
  • Form or establish a staffing committee.
  • Conduct a semiannual review of a nurse staffing plan.
  • Submit a nurse staffing plan on an annual basis and any updates.
  • Follow the nursing staff personnel assignments as adopted by the hospital based on the complaints compiled by the staffing committee that include aggregate data that show a continuing pattern of unresolved violations for a minimum 60-day continuous period. Exceptions include unforeseeable emergent circumstances and documented reasonable efforts by the hospital to obtain staffing to meet required assignments.
• Require hospitals to submit a corrective action plan within 45 days if the Washington State Department of Health (DOH) finds a violation — and, if the hospital fails to submit a corrective action plan or doesn’t follow its corrective action plan, DOH may impose a civil penalty of $100 per day until the hospital submits a corrective action plan, begins to follow a corrective action plan, or takes other action agreed to by DOH.
• Require the Washington State Department of Health to maintain public inspection records of any civil penalties, administrative actions, or license suspensions or revocations imposed on hospitals.
• Require the Washington State Department of Health to submit a report to the legislature by Dec. 31, 2020, on the number of complaints submitted and investigated, associated costs to DOH, and any recommended changes to statute. Requires a stakeholder group including WSNA to review the report before it is submitted to the legislature.

This act expires June 1, 2023.

A full summary of the new staffing law can be found at wsna.org/legislative-affairs/priorities/washington-patient-safety-act.

WSNA is already busy working to collaborate with our members and other stakeholders to ensure a successful enactment of the new law. We will be rolling out a full implementation plan, including templates, best practices and education/training for our nurses and members serving on existing staffing committees.

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School nurse supervision PASSED

On April 20, HB 1346, the School Nurse Supervision bill, was signed into law by Governor Inslee after passing the House and Senate with strong bipartisan support. The long-awaited bill clarifies the authority of a school nurse to address clinical needs of students, including summoning emergency medical assistance and the administration of medications; it also prohibits a non-nurse from supervising, directing or evaluating nursing activities.

It will become part of the Washington Common School Law (RCW 28A.210) and recognizes that nurses are already accountable to the state’s Nurse Practice Act (RCW 18.79 & WAC 246-840-700). The bill, promoted for many years by school nurse Theresa Hutchinson, was successful this year thanks to the work of Hutchison, the School Nurse Organization of Washington, and the Washington State Nurses Association. The House bill was sponsored by Representative Larry Springer, and its Senate companion bill was sponsored by Senator Hans Zeiger. Thank you to SNOW member Lynn Nelson, RN, MSN, NCSN for her testimony on this issue.

The National Association of School Nurses defines school nursing as a specialized practice that “protects and promotes student health, facilitates optimal [student] development, and advances academic success.” School nurses bridge the gaps between health and education and between individual and population health care, addressing the chronic health needs of individual students as well as the prevention and health promotion activities of public health. Washington’s school nurses are registered nurses who practice in the 295 public school districts and serve more than one million students ranging from age three to 21 and whose health needs range from wellness care to the full spectrum of chronic pediatric health conditions. Healthy children learn better; educated children grow up to raise healthier families. School nurses work in both sectors to support the well-being of the children of our state. Many school districts are currently hiring for the 2017-18 school year. For more information about school nursing, contact your local school district or the School Nurse Organization of Washington.

— Katie Johnson, DNP, RN-BC, NCSN, FNASN
BUDGET PRIORITIES

While the legislature had much work to do in order to negotiate a final 2017-19 budget, the chart below shows where WSNA’s budget priorities landed during the regular session. Budget negotiations continued in Olympia as this issue of The Washington Nurse went to print. Go to wsna.org for the latest updates. The legislature again took us up to the brink of a state government shutdown before passing a final 2017-19 biennial budget on June 30. The final budget made strong investments in mental health, gave some critically needed new funding to public health, funded the state employee contracts, and maintained the Health Profession Loan Repayment Program at the same level as the previous biennium. Please visit www.wsna.org for details.

<table>
<thead>
<tr>
<th>WSNA priority</th>
<th>Budget amount</th>
<th>Description</th>
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<tbody>
<tr>
<td>Public health funding</td>
<td>$12 million</td>
<td>$10 million to local public health departments/districts</td>
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<td>$2 million to the Washington State Department of Health</td>
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<td>Funding is to address foundational public health services in the areas of</td>
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<td>communicable disease and chronic disease and injury prevention</td>
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<td>State employee contracts</td>
<td>$618 million</td>
<td>Funding for collective bargaining agreements</td>
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<tr>
<td>DOH Fee-setting Process Study</td>
<td>$56,000</td>
<td>Funding for the State Auditor to conduct a study of the Washington</td>
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<td>State Department of Health’s fee-setting process for all health professions</td>
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<tr>
<td>HB 1714 – Nurse Staffing Bill</td>
<td>$39,000</td>
<td>Funding for the investigation of complaints for violations of the nurse</td>
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<td>staffing plan requirements</td>
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Thank you to Lynnette Vehrs, MN, RN, chair of WSNA’s Legislative & Health Policy Council, and Katie Johnson DNP, RN-BC, NCSN, FNASN with School Nurse Organization of Washington (SNOW) for their testimony in support of WSNA’s budget priorities.

POLICY PRIORITIES

Bills marked “Special Session Bill” were still under consideration during the second special legislative session, which began May 23. Look for updates at wsna.org and in the fall 2017 issue of The Washington Nurse.

Balanced billing DEAD

Much negotiation and stakeholder work took place this session on the balanced billing issue. HB 2114 aimed to protect patients and their families from “surprise bills” when an out-of-network provider delivers health care services at an in-network hospital. WSNA expects to participate in interim work on this issue.

Rest breaks DEAD

Rest breaks remains a top priority for WSNA, and this year the rest breaks bill moved further through the legislative process than it has before. HB 1715 passed the House 55-42, and had a lively hearing in the Senate Commerce, Labor & Sports Committee. The bill and hearing both received extensive coverage in The Seattle Times. Thank you to WSNA member Danielle O’Toole, BSN, RN for her testimony in support of the rest breaks bill, and to WSNA Incoming Executive Director Sally Watkins, PhD, MS, RN, who also testified on this bill.

Secure medicine return DEAD

While a strong coalition of partners worked hard on the secure medicine return bill, HB 1047, this year, it ultimately was not brought to the House floor for a vote. A number of local boards of health have passed local legislation creating secure medicine return programs — King County’s being the first in Washington state to be passed and implemented. Thank you to WSNA member Jeremy King, BSN, RN for submitting written testimony on this bill.

Prescription monitoring program PASSED

HB 1427 addresses our state’s opioid epidemic. It requires disciplining authorities, including the Nursing Care Quality Assurance Commission, to adopt rules establishing requirements for prescribing opioid drugs by Jan. 1, 2019. It also expands access to data in the state’s Prescription Monitoring Program, allowing health care facilities to receive information on provider prescribing. The bill also makes it easier for opioid treatment facilities to be located in local communities. This bill was signed into law by Governor Inslee May 16.

OTHER BILLS OF INTEREST

Foundational public health services DEAD

HB 1432 defined core public health services and put into statute the Foundational Public Health Services framework — this bill also set in statute a structure for shared services that would formalize smaller health departments contracting of some services (such as epidemiology) from larger health departments, making the system more effective and efficient. The bill passed the House 86-12, and was passed out of the Senate Health Care Committee with a “do pass” recommendation, but it was never voted out of Senate Ways & Means. Thanks to WSNA members who sent nearly 1,000 postcards on public health funding to legislators this session!

Paid family leave PASSED

A major victory of the third special session was the passage of the paid family leave bill. SB 5975 was signed into law by the Governor on July 5. This bill creates a paid family and medical leave insurance program that is funded through premiums paid by employers and employees. Twelve weeks of paid family leave benefits are provided to employees after the birth or placement of a child under age 18 or
when a family member has a serious health condition or military exigency. Thank you to WSNA member Kaila Tang, RN, for testifying in support of paid family leave!

**Student loan transparency and accountability**

A number of student loan transparency and accountability bills were introduced this session, and many did gain traction. While most of these bills did not pass the legislature this session, SB 5022 was signed into law by the governor.

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**SB 5022 PASSED**

SB 5022, the Washington Student Loan Transparency Act, was request legislation from Washington’s Attorney General. It was signed into law by the governor April 27. This bill says that, subject to appropriations, student borrowers are entitled to receive notification about their loans from their post-secondary institution each time a new financial aid package is certified that includes student loans—this means that students will receive information on the total amount of educational loans, the range of payoff amounts including principal and interest, and additional details. This will begin July 1, 2018. Additionally, annual compliance reports to the legislature are required in 2019-2025.

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**HB 1169 DEAD**

HB 1169, included provisions to establish a student loan debt hotline/website, and required institutions touching the student loan process to notify students of these resources; it repealed provisions allowing suspension of a professional license due to student loan debt (including for nurses); and other consumer protections. This bill passed the House 76-22, and received a “do pass” recommendation from the Senate Higher Education Committee, but it was never voted out of Senate Ways & Means.

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**HB 1440 DEAD**

HB 1440, request legislation from Washington’s Attorney General, created the Student Education Loan Ombuds to provide assistance to student education loan borrowers who file complaints. It also required education loan services to obtain a license from the state Department of Financial Institutions in order to operate in Washington state, and put in place a regulatory structure. This bill passed the House 71-27, but did not receive a hearing in the Senate.

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**Volk bill DEAD / STUDY APPROACH**

On Dec. 22, 2016, the Washington Supreme Court issued a 6-3 decision in Volk v. DeMeerleer that will have profound and detrimental effects on health care providers and patients. The decision is a troubling departure from the standard for “duty to warn” previously established in Washington and nationally. The Court held that, in the outpatient context, the duty of health care providers to warn potential victims of violence extends to all individuals who may “foreseeably” be endangered by a patient who has made a threat, even if no specific target was identified. This leaves providers with unprecedented responsibility to interpret who to warn.

SB 5800 was introduced in the Senate as a “fix” to Volk. It was voted out of the Senate 33-16, but died in the House Judiciary Committee. When this bill died, a new study approach was created, and included organizations that would be part of a study group which would provide a report to the legislature by Dec. 1, 2017. The University of Washington School of Law received funding in the state budget to conduct this study. WSNA and AAPPN look forward to monitoring the study process.

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WSNA’s 2017 “Legislative Priorities” and issue-based one-pagers can be found at www.wsna.org/legislative-affairs/priorities.
Washington nurses advocate to protect our health care

We all know that nurses are some of the most vocal patient advocates.

So when health care gains achieved through implementation of the Affordable Care Act (ACA) were threatened this spring, Washington state nurses stepped up. WSNA members met with members of our congressional delegation, asking that they protect the 700,000 Washingtonians who received health insurance coverage under the Medicaid expansion and the Health Benefit Exchange.

Nurses shared their personal stories with lawmakers, as well as stories of patients who received life-saving treatment thanks to the ACA.

When House Republicans introduced their ACA-replacement bill, titled the American Health Care Act (AHCA), WSNA leaders and members lit up the phone lines asking Congress to maintain patient protections such as not allowing insurers to charge more or deny coverage for pre-existing conditions, coverage for women’s health care, and access to mental health and addiction services.

Right up until the May 4 vote, WSNA members were contacting members of Congress. At WSNA’s convention, the room of more than 300 broke out into cheers when it was announced that our advocacy had worked, and Rep. Dave Reichert had changed his vote to a no.

Ultimately, the AHCA passed the U.S. House of Representatives by a two-vote margin. WSNA Executive Director Judy Huntington, MN, RN issued a statement following the vote condemning the expected loss of coverage for hundreds of thousands

Access to simple, life-changing surgeries

Since the ACA was passed we have seen an increasing number of patients who are now able to remedy conditions that adversely affect their lives.

The carpal tunnel surgery patient no longer drops things due to numbness in the hands and is able to sleep all night without being wakened by pain. The patient who had a bunionectomy can now walk without agony, as can the patient who has had joint surgery. And the patient who had bladder surgery can get rid of the “adult diapers” and laugh and cough freely.

— Liz Leske, RN (Tacoma, WA)

1st District: Rep. Suzan DelBene – NO
2nd District: Rep. Rick Larsen – NO
4th District: Rep. Dan Newhouse – Absent
5th District: Rep. Cathy McMorris Rodgers – YES
6th District: Rep. Derek Kilmer – NO
7th District: Rep. Pramila Jayapal – NO
8th District: Rep. Dave Reichert – NO
9th District: Rep. Adam Smith – NO
10th District: Rep. Denny Heck – NO


1st District: Rep. Suzan DelBene – NO
2nd District: Rep. Rick Larsen – NO
4th District: Rep. Dan Newhouse – Absent
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8th District: Rep. Dave Reichert – NO
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6th District: Rep. Derek Kilmer – NO
7th District: Rep. Pramila Jayapal – NO
8th District: Rep. Dave Reichert – NO
9th District: Rep. Adam Smith – NO
10th District: Rep. Denny Heck – NO
May 11, 2017

The Honorable Cathy McMorris Rodgers
United States House of Representatives
1314 Longworth House Office Building
Washington, D.C. 20515

Dear Rep. McMorris Rodgers,

On behalf of Board of Directors and our more than 14,000 members, the Washington State Nurses Association, along with the Inland Empire Nurses Association representing Spokane-area nurses, and our partners at ARNPs United of Washington State representing advanced registered nurse practitioners statewide, would like to convey our disappointment in your support for the American Health Care Act (AHCA). In its current form, the AHCA will be devastating for patients and families in Washington state and across the country.

As nurses, we have seen the benefit of the Affordable Care Act in our communities. Patients have had unprecedented access to health insurance coverage, ensuring they can access the medical and mental health care they need.

Under the AHCA, millions of Americans will lose their health insurance coverage. The Medicaid expansion – which brought coverage to 600,000 people in Washington state – will be eliminated in 2020, and traditional Medicaid will be block granted, forcing states to cut benefits or enrollees. Additionally, we have grave concerns about how the AHCA would affect women. The nursing profession is nearly 80 percent female – so provisions within the AHCA would disproportionately impact members of our profession. We are particularly concerned about the defunding Planned Parenthood, a critical provider of reproductive health and wellness services, as well as the inclusion of pregnancy, C-sections, sexual assault and domestic violence among the expansive list of pre-existing conditions that insurers can use to deny coverage or charge higher premiums.

We find it appalling that the AHCA takes money from low-income and disabled kids to fund a tax cut for the wealthiest Americans. The tax cut for those making more than $200,000 a year is juxtaposed against significant losses for public schools that rely on Medicaid funding to cover the cost of special education programs and medical equipment. This is unconscionable.

As a country, we can and must do better. As one of Washington state’s congressional leaders, we expect you to stand up for and with the residents of this state, who overwhelming support the continuation of the Affordable Care Act’s life-saving benefits.
Our organizations are committed to continuing to fight this Draconian bill as it moves to the U.S. Senate, and to standing with Washington’s health care leaders to ensure our state’s residents can access and afford the care they need.

We remain disappointed in your support for the AHCA, and would be happy to talk with you about more meaningful health reform proposals that will continue to protect and cover the residents of our great state.

Sincerely,

Judy Huntington, MN, RN
Executive Director
Washington State Nurses Association

Nancy Lawton, FNP
President
ARNPs United

Lynnette Vehrs, RN
President
Inland Empire Nurses Association
WSNA Statement Opposing the American Health Care Act

WSNA released the following statement on Friday, May 5, 2017:

On May 4, 2017, the U.S. House of Representatives passed the American Health Care Act, repealing and replacing the Affordable Care Act. The following statement is attributable to Washington State Nurses Association Executive Director Judy Huntington, MN, RN:

The American Health Care Act (AHCA) passed by the U.S. House of Representatives yesterday will be devastating for patients and families in Washington state and across the country.

Under the AHCA, millions of Americans will lose their health insurance coverage. The Medicaid expansion — which brought coverage to 600,000 people in Washington state — will be eliminated in 2020, and traditional Medicaid will be block granted, forcing states to cut benefits or enrollees. The bill continues the GOP’s war on women — defunding Planned Parenthood and adding pregnancy, C-sections, sexual assault and domestic violence to its expansive list of pre-existing conditions that insurers can use to deny coverage or charge higher premiums.

The bill takes money from low-income and disabled kids to fund a tax cut for the wealthiest Americans. The tax cut for those making more than $200,000 a year is juxtaposed against significant losses for public schools that rely on Medicaid funding to cover the cost of special education programs and medical equipment.

As a country, we can and must do better.

The AHCA was passed by a two-vote margin despite being opposed by most Americans and nearly all health care groups. We are pleased that the majority of Washington’s congressional delegation stood with patients and voted against this bill, including Rep. Dave Reichert and Rep. Jaime Herrera Beutler. Rep. Cathy McMorris-Rodgers was the sole yes vote among Washington’s congressional delegation; Rep. Dan Newhouse did not vote.

As nurses, we have seen the benefit of the Affordable Care Act in our communities. Patients have had unprecedented access to health insurance coverage, ensuring they can access the medical and mental health care they need.

WSNA is committed to continuing to fight this draconian bill as it moves to the U.S. Senate, and to standing with Washington’s health care and elected leaders to ensure our state’s residents can access and afford the care they need.
# Be prepared for the unexpected.

Get a WSNA Emergency Preparedness Kit.

## Standard Kit $34.99

- 8 Datrex emergency drinking water pouches
- 1 Datrex packet of 9 food bars
- 1 thermal blanket - 84” x 52”
- 2 air-activated 12-hour body / hand warmers
- 1 hooded poncho
- 3 trash bags
- 2 12-hour light sticks
- 2 zip baggies

### Standard Kit Contents:
- 1 flashlight with 2 D cell batteries
- 1 whistle
- 1 deck playing cards
- 1 pair leather palm gloves
- 1 sling bag
- 1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard waste bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3 2” x 2” gauze pads, 15” x 9” abdominal pad, 10 plastic strip bandages, 1 roll Kendall tape, 3 antiseptic towelettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes)

## First Responder Kit $49.99

- 16 Datrex emergency drinking water pouches
- 1 Datrex packet of 18 food bars
- 1 thermal blanket - 84” x 52”
- 2 air-activated 12-hour body / hand warmers
- 1 hooded poncho
- 3 trash bags
- 2 12-hour light sticks
- 2 zip baggies

### First Responder Kit Contents:
- 1 flashlight with 2 D cell batteries
- 1 AM/FM radio
- 1 whistle
- 1 deck playing cards
- 1 pair leather palm gloves
- 1 sling bag
- 1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard waste bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3 2” x 2” gauze pads, 15” x 9” abdominal pad, 10 plastic strip bandages, 1 roll Kendall tape, 3 antiseptic towelettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes)

## ORDER DETAILS

- Standard Kits . . . . . . . . . . . . . . . . . x $34.99 = 
- First Responder Kits . . . . . . . . . . . . . . . . . x $49.99 = 

$12.50 shipping charge per item + 
Subtotal = 
9.50% sales tax + 
Total = 

Place your order by mail, phone or fax. Pay by credit card, or, if ordering by mail, you may also pay with a check written to “WSNA.”

## Billing Address

- Name: 
- Address: 
- City: 
- State: 
- Zip: 
- Phone: 

## Shipping Address

- Name: 
- Address: 
- City: 
- State: 
- Zip: 

## Credit Card

- Cardholder Name: 
- Card Number: 
- Card Expiration: 
- Cardholder Signature: 

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**WSNA**

Washington State Nurses Association

www.wsna.org

575 Andover Park West, Suite 101
Seattle, WA 98188

206.575.7979 phone
206.575.1908 fax
Meet a “do-it-all” nurse with a special passion for social justice

On April 4, 2017, Public Health – Seattle & King County posted an interview with longtime WSNA member Tina Maestas on their Public Health Insider blog. The interview is reprinted with permission. You can read it on the blog by going to wsna.to/TinaMaestas

By Keith Seinfeld
Public Health - Seattle & King County

Tina Maestas, who serves as a public health nurse based in Renton, is one of seven public health nurses whose office is located inside a “CSO” – a state office where people can apply for assistance with cash, food, child support, disability and other services.

The CSO nurse’s office is strategically located so that people who come to enroll in state programs find one-stop-shopping, where they also can easily get pregnancy tests, STD tests, birth control, referrals to medical and dental care, and more.

What’s your day to day work for Public Health?

It’s a walk-in clinic, so I am prepared for anything. Mostly, it’s women coming for emergency contraception, pregnancy tests, birth control, and referrals for medical care. I also give out free condoms and encourage men to come and ask me questions. They have questions about their own health, about STDs. I also see undocumented women, who have no access to contraceptive or testing services because they are expensive. For Latinas, it’s important to be able to come and speak in our own language. My goal is for it to be a haven and safe place for people to come ask whatever they want ... and to feel they are valued.
How and why did you get started working in public health?

I grew up in a family that always was involved with racial and economic justice issues. I was involved through my family in the development of El Centro de la Raza on Beacon Hill, back in the 1970s. After being involved with these issues, working in public health was a natural fit, because of public health’s mission to serve the safety net, and the understanding that all people have the basic right to access services and health care. Now, I’ve worked 28 years as a public health nurse. I’ve done everything from home visiting, to running an obstetrical clinic at White Center, to starting a midwifery clinic at Eastgate.

What is changing in your work?

We see a national agenda that’s creating tremendous fear in the community and creating backlash. And we don’t know what’s going to happen with the Affordable Care Act. Our jobs could change dramatically, and we would be looking at a huge gap in our safety net.

At the same time, we know health isn’t just about medical services. To be healthy, we need safe housing, access to healthy food, education, living wage jobs. The health department is clear — it’s not just about stethoscopes and medical testing. We know real health is about having all these other things. I’m hopeful because local and state leaders see that we can be a beacon for what’s possible.

What is most challenging about your work?

The fact that the safety net has been so slashed, and there are not resources. The biggest thing is housing. Every day, I see people who are living in their car or living from house to house — people who have done everything they possibly can, to get on every list. It’s a huge crisis. Seeing the people I see every day gives me insight into the incredible resource in this community that’s being wasted away — people who are so talented and smart, but they haven’t had the opportunities to enhance those skills.

You contacted [Public Health – Seattle & King County] leadership and asked for a sign to post to reassure and welcome families, regardless of immigration status. What prompted you to write that letter?

(A reproduction of the sign is shown at right.) I wrote the letter because I was reminded of the quote, “All that is required for evil to triumph is for good people to do nothing.” There are consequences of the ongoing demonization of Latino immigrants and Muslims in this country. Many parents I know are now signing temporary guardianship papers so friends or other family can take care of their children in case they are arrested and deported by ICE. Young people are waking up with night terrors, afraid of being taken away or their parents being taken away. I felt it was important for the Public Health Department to announce that we provide care regardless of immigration status and that we will not discriminate against anyone — their safety, health and well-being is our one and only priority.

What is one thing you would like the public to know about the work that you do?

Sometimes, people see us as working for “the other people.” They need to see themselves in the work we do and how we all benefit. Everything from foodborne outbreaks, or flu and mumps epidemics, keeping our community safe, is what Public Health does. And — if we have people who are not having their needs met, that puts our entire community at risk, because our community’s health and happiness depends on the entire population’s health.
On March 24, after five long months of negotiations, nurses reached a tentative agreement with management on a new contract, which was ratified April 11.

Negotiations began Oct. 21, 2016, and management refused to extend the nurses’ contract when it expired on Nov. 16, 2016. By February, it was clear that WSNA needed to turn up the heat. On February 27 and March 1, WSNA hosted sidewalk socials (including coffee and donuts in the morning, hot dogs at lunchtime), where nurses and community members were asked to fill out postcards to the CEO. The results were astounding. Nurses and patients stepped up and filled out more than 1,200 postcards urging the CEO to put patient safety first. Bargaining team members delivered the postcards to the CEO on March 13. We also recorded videos of nurses reading some of the messages from patients, and we shared them on Facebook. On March 24, after five long months of negotiations, nurses reached a tentative agreement with management on a new contract, which was ratified April 11.

Virginia Mason Medical Center’s new contract

<table>
<thead>
<tr>
<th>WHAT WE SUCCESSFULLY FOUGHT</th>
<th>WAGES</th>
<th>OTHER GAINS</th>
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<tbody>
<tr>
<td><strong>Per Diem Nurses.</strong> Management proposed requiring per diem nurses to make a good faith effort to work shifts that management identifies for each four-week schedule. Your WSNA bargaining team successfully fought off this proposal.</td>
<td>Year 1 3%</td>
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<tr>
<td><strong>Floating.</strong> Management proposed that it could force newly hired nurses to float three months after they were hired. The current floating prohibition is six months. Your WSNA bargaining team successfully fought off this proposal.</td>
<td>Year 2 2.75%</td>
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<td>Year 3 2.5%</td>
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<td><strong>New Steps.</strong> Seven new steps added to the ADN and to the BSN wage scales; two new steps in the MSN wage scale.</td>
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<td><strong>Shift Differentials.</strong> Increase evening shift differential from $2.75 to $3.00. Increase night shift differential from $4.50 to $5.00.</td>
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<td><strong>Weekend Premium.</strong> Increase weekend premium from $4.00 to $4.25, effective first payroll period on or after ratification.</td>
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<td><strong>Staffing and Meal and Rest Breaks.</strong> New language stating that recording a missed break is a protected right and that a nurses shall record missed breaks in the hospital’s timekeeping system. The hospital has also agreed to post four additional .9 FTE positions in the Clinical Float Pool to help with missed meal and rest break positions.</td>
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From bedside nurse to organizer to Assistant Director of Organizing at WSNA

By Tara Goode

Tara Goode was recently named Assistant Director of Organizing at WSNA, a new position overseeing our growing organizing department.

My professional background includes a litany of experiences from candy striper to volunteer firefighter/EMT, BA to BSN-prepared RN. During my bedside nursing career I worked both in a very high acuity cardiothoracic ICU in the Seattle area and as an ICU agency nurse, where I was exposed to many of our area hospitals and systems. I am an alumnus of both WSU and UW and consider myself very much a Washingtonian.

After being injured on the job and needing a change, I was lucky enough to be offered the opportunity of a lifetime. The challenge was to take a hard look at the trajectory I was on with my career goals and to consider altering my path. The opportunity offered was to come work for WSNA as a nurse organizer, which meant leaving bedside nursing. I immediately said, “No.” Were they crazy? I didn’t have anything I could bring to this kind of work, I thought. I couldn’t have been more wrong. Christine Watts (our Senior Director of Labor) was relentless in her belief that EVERY nurse has something to offer and convinced me to become the nursing advocate that I see myself as now. I joined WSNA as a nurse organizer in 2008.

I hit the ground running and was immediately thrust onto a VERY steep learning curve. What was organizing exactly? My colleague (our President, Jan Bussert) and I figured it out as we went! We traveled all over the state and spoke with nurses in all kinds of working environments. We talked with members, potential members and community members about WSNA and what was important to them. We reached out to our labor partners, both locally and abroad, to partner and share our knowledge and experiences with one another. This foundational work was crucial in my professional development as an organizer.

I now stand ready to take what I’ve learned and continue to work hard to grow our organizing efforts in Washington to ensure our association continues to prosper. My vision for organizing at WSNA is simple. I want Washington’s nurses to not just survive their shift but to thrive within the profession. To do that, I believe that nurses need to acknowledge and learn to leverage their power. We need to fight back when those who don’t understand what we do threaten to turn our life’s work into a political football. We need to come together instead of allowing nurses to be pitted against one another. We need to look to the past and how our retiree nurses can share their knowledge and remain active participants in our profession. We need to look to the future and our newer nurses — protect and guide them. If we look beyond what we know, our newcomers can both enlighten and enrich us.

A good organizer never leaves a conversation without an “ask” to engage you. I do that now as I ask all registered nurses to take the next step. Use the critical thinking and assessment skills you already have to help us drive our association to the next level. Look around you. What doesn’t sit right with you? What could be better? How so? Then ask yourself, “What am I going to do about it?”

WSNA is an amazing organization with almost limitless opportunities for you to find your place and your voice within our profession. I challenge all of you to educate and empower each other. Together, we are nurses for nurses, and we are unstoppable!
Survive and thrive!

WSNA UNION LEADERSHIP CONFERENCE
September 24–26, 2017
# Leadership conference agenda

<table>
<thead>
<tr>
<th><strong>SUNDAY</strong></th>
<th><strong>MONDAY</strong></th>
<th><strong>TUESDAY</strong></th>
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<tbody>
<tr>
<td>12 p.m. – 1 p.m.</td>
<td>7:30 a.m. – 8:30 a.m.</td>
<td>7:30 a.m. – 8:15 a.m.</td>
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<tr>
<td>Early registration</td>
<td>Registration / breakfast / visit the vendors</td>
<td>Breakfast / visit the vendors</td>
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<tr>
<td>1 p.m. – 5 p.m.</td>
<td>8:30 a.m. – 9 a.m.</td>
<td>8:15 a.m. – 8:30 a.m.</td>
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<td>Fall Local Unit Council meeting All are encouraged to attend.</td>
<td>Welcome and introductions</td>
<td>Group photo</td>
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<td>9 a.m. – 10:30 a.m.</td>
<td>Wear your leadership t-shirt (get your t-shirt at check-in)</td>
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<td>WSNA: Moving into our future Sally Watkins</td>
<td>How to thrive in your hospital Jennifer Mensik</td>
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<td>10:30 a.m. – 10:50 a.m.</td>
<td>Path to power: Connecting grievance handling and workplace organizing (part 1) Sydne James</td>
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<td>Break / visit the vendors</td>
<td>Social media for organizing and engagement Evan Sutton and Ruth Schubert</td>
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<td>10:50 a.m. – 12:30 p.m.</td>
<td>Local unit officer training Terri Williams and Ed Zercher</td>
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<td>Surviving AND thriving Jennifer Mensik</td>
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<td></td>
<td>12:30 p.m. – 1:30 p.m.</td>
<td>How to thrive in your hospital Jennifer Mensik</td>
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<td>Lunch / visit the vendors</td>
<td>Path to power: Connecting grievance handling and workplace organizing (part 1) Sydne James</td>
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<td>1:30 p.m. – 2:30 p.m.</td>
<td>Social media for organizing and engagement Evan Sutton and Ruth Schubert</td>
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<td>Power up with social media Evan Sutton and Ruth Schubert</td>
<td>Local unit officer training Terri Williams and Ed Zercher</td>
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<td>2:30 p.m. – 3:30 p.m.</td>
<td>Grassroots political action on your turf Travis Elmore and Nathasja Skorupa</td>
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<td>Unionism 2017 and beyond Laura Ewing and Tim Sears</td>
<td>Path to power: Connecting grievance handling and workplace organizing (part 2) Sydne James</td>
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<td>3:30 p.m. – 4 p.m.</td>
<td>Social media for organizing and engagement Evan Sutton and Ruth Schubert</td>
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<td>Break / visit the vendors</td>
<td>Local unit officer training Terri Williams and Ed Zercher</td>
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<td>4 p.m. – 5 p.m.</td>
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<td>Making the new staffing law work for us Anne Tan Piazza and Christine Watts</td>
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<td>5 p.m. – 7 p.m.</td>
<td>Rest and recreation</td>
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<td>7 p.m. – 7:30 p.m.</td>
<td>Reception</td>
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<td>7:30 p.m. – 9:30 p.m.</td>
<td>E&amp;GW Awards Banquet Wear a costume! The theme is the TV show “Survivor.”</td>
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<td><strong>TUESDAY</strong></td>
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<td>Break / visit the vendors / check out</td>
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<td>11 a.m. – 12:30 p.m.</td>
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<td>Grassroots political action on your turf Travis Elmore and Nathasja Skorupa</td>
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<td>Breakout session 2</td>
<td>Path to power: Connecting grievance handling and workplace organizing (part 2) Sydne James</td>
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<td>Social media for organizing and engagement Evan Sutton and Ruth Schubert</td>
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<td>Local unit officer training Terri Williams and Ed Zercher</td>
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<td>12:30 p.m. – 12:45 p.m.</td>
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Speakers

Travis Elmore, BSN, RN-BC
Nurse Representative, WSNA

Travis Elmore has been a nurse for 13 years and received his Bachelor of Science in Nursing from Washington State University. Travis spent the first eight years of his career working at Peace Health Southwest Medical Center, where he was a critical care float, case Manager and charge nurse on the Inpatient Rehabilitation Unit. Travis also served on two contract negotiating teams at Peace Health Southwest and was a local unit co-chair. In 2008 Travis earned his board certification in medical-surgical nursing by the American Nurses Credentialing Center. In 2012 Travis served as a delegate to the ANA House of Delegates and in 2017 Travis was appointed to the American Nurses Association -Political Action Committee Board of Trustees. Travis has been on staff at WSNA for five years.

Laura Ewan
Senior Associate, Schwerin Campbell Barnard Illitzin & Lavitt

Laura Ewan’s practice focuses on labor and employment law, where she represents public- and private-sector union clients and individual employees in all aspects of litigation in court, arbitrations, and administrative proceedings, in a variety of industries, including agriculture, education, healthcare, and construction trades. She has worked with low-income and migrant worker communities in Oregon, as well as at the Elkhart County Prosecuting Attorney’s Office in Elkhart, Indiana. Before law school, she taught as an adjunct professor of Spanish at Florida State University, and spent a number of years working at a national environmental law firm on behalf of citizen groups, scientists, and other parties to ensure that government agencies and private interests follow the law.

Sydne James, BSN, RN
Nurse Organizer, WSNA

Sydne James has been a nurse for nine years, specializing in hospice and palliative care. She knows the value of collective bargaining, having worked for many years without it. She is proud to be a part of WSNA, both as a member and staff.

Jennifer Mensik, PhD, MBA, RN, NEA-BC, FAAN

Jennifer S. Mensik is the vice president of CE programming for OnCourse Learning and faculty for the Arizona State University College of Nursing and Health Innovation DNP program. She has authored numerous publications, including the books “Lead, Drive, and Thrive in the System” and “The Nurse Managers Guide to Innovative Staffing.”

Anne Tan Piazza
Senior Director of Strategic Initiatives, WSNA

Anne Tan Piazza joined the Washington State Nurses Association in 1997. She is the Assistant Executive Director of Governmental Affairs and Operations. Her passion for health policy and political activism has led WSNA to the forefront in legislative efforts addressing key nursing and patient safety priorities.

Ruth Schubert
Communications Director, WSNA

Ruth Schubert started at WSNA in 2015. Her communications experience includes coordinating ACA communications in Governor Inslee’s Policy Office and six years managing communications campaigns for the Children’s Alliance. For seven years she was a reporter at the Seattle Post-Intelligencer, where she served on the contract bargaining team and as the President of the Pacific Northwest Newspaper Guild.

Tim Sears
General/Corporate Counsel, WSNA

Timothy Sears is a labor lawyer who has represented workers and their unions in a wide variety of industries for more than 35 years. He earned his juris doctorate degree from Georgetown University law school, and has a Bachelor of Arts in labor history from the University of Maryland.

Nathasja Skorupa
Political Action Specialist, WSNA

Nathasja Skorupa brings over 20 years of community organizing and political engagement to WSNA as their Political Action Specialist. Nathasja got her start in activism after being recruited to work on the Long Term Patients’ Bill of Rights – as patient care and nurse to patient ratios were issues that directly affected her family. Nathasja has served in a leadership role to build capacity around the country for groups such as the AFL-CIO, SEIU, Washington CAN!, and a host of other racial, social and environmental justice organizations and has served on multiple executive boards. Nathasja studied international politics for two years at NYU before moving out west, where she got her Bachelor of Arts and Science in Policy and the Legislative Process from The Evergreen State College.

Evan Sutton
AFT

Evan Sutton is Assistant to the President for Communications at the AFT, where he oversees digital media, message and storytelling. Prior to joining the AFT, Evan served as communications director at the New Organizing Institute, where he trained thousands of progressive activists in digital media, storytelling and campaign planning. Evan began his career in politics with President Obama’s campaign in 2007 as a field organizer in Nevada, and served as Nevada Field Director with Organizing for America to pass the Affordable Care Act, Dodd-Frank and other Obama initiatives. Evan wears his Husky purple and gold proudly (sorry Coughs).

Sally Watkins, PhD, RN
Executive Director, WSNA

Sally Watkins joined WSNA as the Executive Director in 2017 after a career that has taken her from staff nurse to leadership as an administrator, educator and nursing practice expert. She came from CHI-Franciscan Health, where she was the Administrative Director, Clinical Resource Management. This is her second time at WSNA – from 2007 to 2014, Watkins was WSNA’s Assistant Executive Director for Nursing Practice, Education and Research. She served for many years as a Pro Tem member of the Nursing Care Quality Assurance Commission and is passionate about advancing nursing practice and nurturing the next generation of nursing leaders.

Christine Watts, MN, RN
Senior Director of Labor, WSNA

Christine Watts (formerly Himmelsbach) has been in the nursing profession for 23 years. Her clinical and management practice has included specialization in acute and outpatient facilities, critical care, emergency care, medical/surgical, procedural nursing and long term care. She has extensive experience managing and leading nurses in executive positions in all of these areas of clinical practice, which brings a unique set of skills and abilities that helps her in her current role as the Washington State Nurses Association Senior Director of Labor.

Terri Williams, MS, RN
Nurse Representative, WSNA

Terri Williams has been a registered nurse for seven years. At Virginia Mason Hospital, she was an oncology nurse specializing in end-of-life care and geriatrics. She served as Local Unit Rep there, and was Co-Chair of the staffing committee. She joined WSNA staff as a Nurse Representative in the summer of 2011.

Ed Zercher, BSN, RN
Nurse Representative, WSNA

Ed Zercher has been a registered nurse for 25 years, specializing for 17 of them in intensive care. He was a guest speaker at the 2016 AFT Organizing Conference, 2011 PNFL Labor Academy, and served as a delegate at the 2010 ANA House of Delegates. Ed has been involved in industry-changing arbitration, mediation and grievance victories. He has three children and enjoys fishing, motorcycle riding and volunteering his time and expertise. He has been on staff as a WSNA Nurse Representative for the last eight years.
Join us at Campbell’s Resort on the shores of Lake Chelan.

As summer draws to a close, join nurses from around the state at Campbell’s Resort, situated on the waterfront, right in the heart of the city of Chelan.

Chelan and the surrounding area are home to a water park, four golf courses, and numerous wineries. The small downtown area, just steps from the resort, features shops, cafes and bars, and a riverfront park.

Chelan is located near the center of Washington State, just 180 miles east of Seattle and 160 miles west of Spokane. Major airline service is available from Wenatchee, 36 miles to the south.

Get information about things to do in the area, driving directions, and register online at www.wsna.org/leadership.

2017 Union Leadership Conference Registration form

LOCATION
Campbell’s Resort
104 W. Woodin Ave.
Chelan, WA 98816

ACCOMMODATIONS
To make room reservations, contact Campbell’s at 800-553-8225 or 509-682-2561, and reference registration group code “WSNA.”
Note that room cost is not included in event registration fee.
Rooms can also be reserved online at campbellsresort.com.

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PAYMENT
☐ Check or money order payable to ‘WSNA.’
☐ Visa / MasterCard

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Exp Date
__________________________________________________________________________________
Cardholder Name
__________________________________________________________________________________
Cardholder Signature

☐ Local unit funds

__________________________________________________________________________________
Local Unit
__________________________________________________________________________________
Signature of Local Unit Chair

SPECIAL DIETARY NEEDS
☐ Vegetarian  ☐ Vegan  ☐ Gluten-free

BREAKOUT SESSION 1
☐ A How to thrive in your hospital
☐ B Path to power (part 1)
☐ C Social media
☐ D Local unit officer training

BREAKOUT SESSION 2
☐ A Political action
☐ B Path to power (part 2)
☐ C Social media
☐ D Local unit officer training

Get information about things to do in the area, driving directions, and register online at www.wsna.org/leadership.

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☐ Detach and return to WSNA at 575 Andover Park West, Suite 101, Seattle WA 98188 or by Fax at 206-575-1908
King County Nurses Association

KCNA Celebrates National Nurses Week at Banquet

The King County Nurses Association hosted its Annual Meeting & Spring Banquet May 11 at the Ballard Bay Club, with 120 nurses, nursing students, family members and colleagues in attendance. Early clouds made way for a clear evening as the program began, honoring three Shining Star award winners and 15 scholarship recipients. The auctions to raise funds for the KCNA Scholarship Program were lively and fun, adding $10,424 for a total of $29,399 raised for scholarships this year.

The KCNA Shining Star award honors exceptional nurses who “shine” in their selected fields or positions. Award nominations are welcome year around; visit www.kcnnurses.org.

Congratulations to the 2017 Shining Star award winners:

Judy Huntington, MN, RN was the executive director for the Washington State Nurses Association, a position she assumed in January 1999 after nearly 10 years on the executive staff of the American Nurses Association. She is a graduate of the University of Washington, where she received both her BSN and MN degrees. Judy began her career working at Seattle Children’s Hospital for 13 years. In 1989 she moved to Washington, D.C. to become director of the ANA Division of Governmental Affairs, where she directed the ANA lobbying and political action agenda and was responsible for the development, strategic planning and implementation activities related to the beginnings of health care reform. Please note: she’s still actively working on this issue!

Judy announced her plans to retire from her position as executive director of WSNA this year, and the KCNA Board of Directors unanimously voted to award her the Shining Star Award.

Judy has received numerous awards during her career but the bottom line is that she always puts patient safety first in all her endeavors. This includes her important work with the Washington State Nurses Association, where she provided leadership that led to membership growth and fiscal stability for an organization representing more than 17,000 registered nurses in Washington state. Judy is a champion for safe staffing, quality patient care, social justice and the underserved. She has the unique ability to educate legislators and influence public policy, creating a positive impact on health care in both our state and nation.

Here’s what a few of her colleagues had to say about her:

Judy has built strong relationships with the health care leaders in our state and our country, and because of this, WSNA is seen as a trusted nursing voice in a growing number of nursing and health policy areas. She has been central to achieving so many milestones for health care in Washington state from the creation of Washington 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. Judy has served with distinction and passion, providing a voice for the nursing profession. She has been a colleague, mentor and friend to many, providing guidance and expertise in addressing numerous issues at both the state and national level.

Anne Hirsch, PhD, ARNP, FAANP is associate dean for graduate education and the N. Jean Bushman Endowed Chair at Seattle University. Anne has led statewide programs, chaired a design team to develop a master plan for nursing in Washington state, and was recently appointed by the governor to serve on a committee to establish core performance measures for health care. Through her academic leadership, Anne has established a PhD program at Washington State University and two DNP programs at WSU and Seattle University. “Anne has the ability to imagine what it would be like for a person to fulfill their highest potential,” said a colleague. “Then she nudges and prods you to places you didn’t know you could go.”

Behauden Omer, BSN is a public health nurse at King County Correctional Facility, and has served as charge nurse for the last two years. He has also worked in med/surg, critical care unit and emergency department at Swedish Medical Center. According to his nominator, Omer came to Jail Health Services with excellent skills and has applied them in the complex position of correctional nursing. “Omer gives his best every day,” she wrote. “He is a smart, caring, accountable, dependable and exemplary leader.”

KCNA also presented scholarships of $3,000 each to 15 high-achieving nursing students from King County. The 2017 scholarship recipients are:

Valerie Weiss Awards (pursuing advanced degrees): Melissa Ebben, University of Washington; Jacquelyn Hermer, University of Washington; Jeremy King, Seattle University; Rim Sem, Seattle University.

Graduate Entry Awards: Malia Alexander, Seattle University; Brien Barrett, Seattle University; Mandy Sladky, Seattle University.

RNB Award: Sarah Goldberg, Western Governors University (online).

Basic Awards (pursuing initial licensure as RNs): Rafael Achacoso, University of Washington; Nicole Amdahl, Seattle University; Nina Cole, University of Washington; Kristen Cromar, University of Washington; Hannah Jeong, University of Washington; Nicholas Lowry, Shoreline Community College; Meghann Miller, University of Washington.

Many thanks to Salal Credit Union, which generously sponsored four scholarships this year.

KCNA Members Elect New Officers

Newly elected board members include: Antwinett Lee, President; Anne Poppe, Treasurer; and Members at Large: Judith Albers, Cindy Jo Allen, Monica Manley, Frankie Manning and Emily Vinson.

Nominating Committee members include: Carolyn Clark, Erin Michonski and Sunny Rockom.
DISTRICT 3

Pierce County Nurses Association

In March, PCNA held a very well received education event, “Integrating Medical Cannabinology into the Science and Art of Nursing,” presented by Sunil Aggarwal, MD, PhD. Visit www.piercecountynurses.com to find out about upcoming PCNA education events, and save the date for our Fall Education Event on Saturday, October 7.

On Friday, May 12, PCNA celebrated Nurses Week with our annual Nurses Week Banquet & Annual Meeting. In addition to awarding seven scholarships to nursing students, PCNA celebrated our 2017 Nurse of the Year, Susan Jacobson! Numerous Jacobson & Annual Meeting. In addition to awarding seven scholarships to nursing students, PCNA celebrated our 2017 Nurse of the Year, Susan Jacobson! Numerous PCNA members nominated Sue for this honor. The nominators wrote about Sue's passion for nursing, her mentorship, her leadership, her ability to recruit volunteers and get others involved in causes, and her deep compassion and advocacy for her patients and co-workers. As one of her nominators wrote, “I tell new nurses that I want to be like Sue Jacobson when I grow up.” Congratulations, Sue!

We were also very honored to be joined by our special guest, Florence “See See” Rigney. After over 70 years as a nurse, See See still works part time at Tacoma General Hospital.

Please visit our website at www.piercecountynurses.com to find out about upcoming PCNA events & activities.

DISTRICT 4

Inland Empire Nurses Association

CE Brunch & Workshop

The Inland Empire Nurses Association (IENA) has had a busy and exciting spring. Our two-hour CE brunch and workshop on March 18 featuring speaker Connie Davis was held at the Spokane Club and was well attended. This excellent presentation, “Communication for Better Collaboration,” gave us insight into motivational interviewing. We were given the opportunity to practice these techniques and understand how to apply them to clinical and family settings.

Spring Gala

The annual Spring Gala was held at the Red Lion River Inn on May 9. After a delicious dinner, we awarded five $1,000 scholarships to recipients who are furthering their nursing education: Jamie Abrahamson, Teresa Bigand, Annalisa Brombach, Elena Butova and Cassandra Dubbels. A very special award went to Ruth Bryant, PhD, RN, CWOCN for “Excellence in Research.” Ruth works on 7 South at Sacred Heart Medical Center and has been instrumental in the project to reduce compassion fatigue in oncology nurses. Following scholarship and award presentations, there was a short business meeting during which updated bylaws were passed. The highlight of the evening was a presentation given by Eva Marquette from “Fresh Vue.” Eva spoke on “Internal Clarity for External Clarity: Know What You Mean So You Mean What You Say,” in which she shared some tools to enhance our ability to communicate authentically with mindsight and greater self-awareness.

Annual LUC Dinner

The board of directors invited the local unit chairs (LUC) and co-chairs for our Annual LUC Dinner at Anthony’s. This gave us an opportunity to hear and understand various issues important to our local unit members. Working with and serving our membership is IENA’s top priority.

Mini-Grant Program

Your IENA board of directors has developed a new program for our members. It is called, “Mini-grant for Community Based Health Projects.” Read more about it at http://spokanenurses.org/Mini-GrantApplication.pdf.

Legislative Reception

Mark your calendar NOW for the Annual IENA Legislative Reception. The reception will be held at the Spokane Club on Wednesday, October 18, 5:30-8 p.m. Take advantage of this opportunity to share your concerns and issues with local legislators and city leaders, as well as networking with your nursing colleagues.

Lynnette Vehrs, MN, RN
President, IENA

DISTRICT 18

Kittitas County Nurses Association

KCNA is thankful and proud of all the successes we’ve experienced this past year! 2016 ended with a successful three-year contract being negotiated and settled in only five sessions. Next, we held an election for Local Bargaining Unit Officers. We are unique since our District Officers and our Local Bargaining Unit Officers are made up of all non-supervisory registered nurses covered by our collective bargaining agreement. We will be having their orientation soon and are planning a summer potluck social for all our members. We are just beginning a search for a lecturer on suicide prevention for an event in the fall that can include nurses in a 100-mile radius.

Three important events

We were able to support nurses to attend WSNA events during 2016 and continue in 2017 with three important events:

WSNA Nurse Legislative Day, Feb. 13, 2017, in Olympia was an exciting opportunity to learn how to advocate for our profession and to voice issues and concerns to state senators and representatives. Lots of fun and networking took place.

WSNA's Washington State Nurses Convention took place at Tulalip Resort Casino and Conference Center on May 3-5, 2017, near Marysville. Three of our nurses attended this year. Wonderful, renowned speakers and the opportunity to fulfill a year’s continuing education requirement at one event. There was something for everyone. In addition to learning, an engaging time was spent networking with nurses from across the state, planning discussions to set the direction for WSNA for the years ahead, biennial awards and so much more.

September 24-26, 2017, in Chelan will be WSNA's annual Union Leadership Conference. We are encouraging our members to plan for the time off to attend this very important offering, and the district will support them.

Judi Lyons, RN
KCNA President
In 1996, the Washington State Nurses Association unveiled its Hall of Fame, recognizing the dedication and achievements of Washington state registered nurses who have made significant lifetime contributions to the nursing profession. Every two years we induct a new group of outstanding nurse leaders and practitioners into the Hall of Fame.

2016
Kathryn E. Barnard, PhD, RN, FAAN
Marie Annette Brown, PhD, RN, ARNP, FNP-BC, FAAN
Barbara Frye, BSN, RN
Renee Hoeksel, PhD, RN
Vivian Lee, MPA, BSN, RN
Bonnie Sandahl Todd, MN, ARNP

2014
Joan M. Caley, RN, MS, CNS, CNL, NEA, BC
Col. Margarethe Cammermeyer, (Ret.) PhD, RN
Thelma Cleveland, PhD, RN
Maxine Davis Haynes, PhD, RN
Janet Primomo, PhD, RN
Rheba De Tornyay, EdD, RN, FAAN

2012
Helen Behan, MN, RN
Helen Kuebel, MSN, RN
Frankie T. Manning, MSN, RN
Maureen B. Niland, PhD, MS, BSN, RN
Gretchen Schodde, MN, ARNP, FNP-BC
Beverly Smith

2010
Mary Bartholet, MS, RN
Anna Mae Ericksen, RN
Verna Hill, MN, BSN, RN
Louise Kaplan, PhD, MN, ARNP
Margaret M. Ouchi, MN, RN
Thelma Pegues, MN, BSN

2008
Anne Foy Baker, RN
Etta B. Cummings, RN
Sister John Gabriel, RN
Evelyn Hall, RN
May S. Loomis, RN
Anna R Moore, RN
Lillian B Patterson, RN
Elizabeth Sterling Soule, RN

2006
Pat Greenstreet, BSN, JD, RN
Barbara Innes, Edd, RN
Paul Kunkel, MS, RN
Frank T. Maziarz, CRNA, BSN, MS, CLNC
Lois Price-Spratlen, MN, PhD, RN, CNS, FAAN
Susan Wilburn, BSN, MPH, RN

2004
Marjorie Batey, PhD, RN, FAAN
Bobbie Berkowitz, PhD RN, FAAN
Janice Ellis, PhD, RN
Beverly M. Horn, PhD, RN, FAAN
Erin King, RN, MN
Jeanne Quint Benoliel, PhD, RN, FAAN

2002
Eunice Cole, RN, BSN
Barbara Thoman Curtis, RN
Rosa Franklin, RN
Patty Longstreet Hayes, RN
Margaret Prentice, RN
Louise Shores, RN, EdD

2000
Mary Lee Bell, MPA, BSN, RN-C
Joanna Boatman, RN
Shirley M Gilford, BSN, RN
Muriel G Softli, MPA, Med, BSN, RN
Frances Terry, MN, ARNP
Elizabeth R Thomas, BSN, ARNP

1998
Marguerite Cobb, MN, RN
Dolores “Deo” Little, MN, RN
Mary Ann Thimmes, MN, RN

1996
Betty Anderson, RN, BSN, M.Ed
Betty Harrington, RN, BSN, M.Ed
Janet Holloway, MA, RNC
Katherine J Hoffman, RN, MN, PhD
Minerva Blegen Sathe, RN
Myrtle Warneke, RN

Nominations for 2018
Call for nominations for the 2018 Hall of Fame

Criteria
Each nominee must have demonstrated excellence in the areas of patient care, leadership, education, public service, nurse advocacy, heroism, patient advocacy or clinical practice, and have achievements of value to nursing beyond the inductee’s lifetime. In addition, each inductee will have had a positive impact on the health and/or social history of Washington state through sustained, lifelong contributions. The nominee may be living or deceased.

Nominations must be received by WSNA by Nov. 15, 2017, to be considered for the 2018 Award. Award winners will be notified in January 2018 and will be recognized by the Association, family, friends and nursing colleagues at the Hall of Fame Awards event to be held March 22, 2018 at Salty’s on Alki.

Nominate either online at www.wsna.org/hall-of-fame or submit the paper application below.

Hall of Fame Nomination Form

Nominee

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Documentation
☐ On a separate sheet of paper identified as Criteria #1: Summarize this nominee’s WSNA membership background including membership dates, offices held and specific WSNA related accomplishments.
☐ On a separate sheet of paper identified as Criteria #2: Describe how this nominee has demonstrated excellence in the areas of patient care, leadership, education, public service, nurse advocacy, heroism, patient advocacy or clinical practice.
☐ On a separate sheet of paper identified as Criteria #3: Describe how the achievements of this nominee will have enduring value to nursing beyond the inductee’s lifetime.
☐ On a separate sheet of paper identified as Criteria #4: Describe how this nominee has demonstrated excellence that affected the health and/or social history of Washington state through sustained, lifelong contributions.
☐ On a separate sheet of paper identified as Optional Criteria #5: Submit a history of the nominee’s professional achievements/peer recognition.

Nominee’s employment

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Submitting additional nursing employment background is encouraged to assist in publicizing this nominee, if chosen as an award recipient. Please attach on a separate piece of paper or submit CV.
### Relative

If the nominee is deceased, are there any known living relatives?  
☐ Yes  ☐ No

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<th>Name of closest relative</th>
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### Nominator

Person submitting nomination

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### Checklist

☐ The application form is complete on both the front and back

☐ The documentation to support award Criteria #1-4 and optional #5 are attached to the application in numerical order with a paper clip.

☐ A nominee photograph is included. Please do not write in ink on the back of the photograph or place a paper clip across the photo image, as both will cause damage to the photo.
Robert Brumbaugh
By Vicki Glover, Roberta’s daughter

Roberta Lucille was born in the early 1930s to Irma Jones and Edward Sinks, in Centralia, Illinois, their only girl; she had an older brother, L.E. She was adventurous and was somewhat of a tomboy, and some of her favorite childhood memories were of the peach harvests she attended with her father and uncles, skating through the streets of Centralia, making hiding places with old building materials and junk, and playing marbles.

Graduating from Centralia Township High School in 1949, she was involved in the school publications, art and music, and was in the choir and a soloist in her Baptist church. She decided fairly early on that she wanted to be a missionary and so be in the service of the Lord and help others, and so went to Nursing School to gain skills to that end. She had her Nursing Residency at Cook County Hospital in Chicago.

While in Kalamazoo College getting her registered nurse degree, she met James “Jim” Brumbaugh, who was studying music, and also preparing to be in the ministry of The Church of the Brethren. They attended his Glee Club performances and were also into square dancing, and they later married in 1956. She thus became a Brethren pastor’s wife when he was ordained and sent to Salkum, Washington (near our town of Centralia) to serve the church. She attended with her father and uncles, skating through the streets of Centralia, making hiding places with old building materials and junk, and playing marbles.

After Jim’s retirement from the ministry, he became a social worker for DSHS and Roberta became a surgical nurse at Virginia Mason Hospital, where she worked until her retirement in the 1980s. While she was working there, the “how was your day?” dinner conversations could be very memorable and engendered very strong stomachs in her family.

They had always been active in peace and social justice issues, and began a lifelong commitment to the Fellowship of Reconciliation (with whom Martin Luther King, Jr. was a member), and they later offered office space for the Western Washington FOR in their Capitol Hill house, which became known as the Peace House. She met a young Mohammed Ali and unintentionally and inadvertently insulted him, much to her horror, and she marched (with their children) against the Vietnam War and performed acts of civil disobedience against nuclear weapons and for civil rights, equality, and social and economic justice for all from the 60s on. They particularly enjoyed organizing and attending the FOR’s annual conference in Seabeck, Washington, where the tranquil Hood Canal surroundings refreshed and renewed them.

They joined St. Mark’s Episcopal Cathedral in about 1964, when the mighty Flentrop organ was installed, under Dean Leffler and Music Director Peter Hallock. Although Roberta never sang in the Cathedral Choir under Hallock (too strong of a vibrato), Jim sang in the Compline Choir, and over the years they both became active and very involved members of the Cathedral, and served under, and in some cases were instrumental in recruiting, the next deans, volunteering at most events, working in the office, alter guild, newcomers group, coffee hour (back in the day when it was in Bloedel Hall, with people being served their refreshment from the silver coffee and tea service sets in real cups and saucers), and serving on the vestry and as delegates to the national conventions. They helped start the Episcopal Peace Fellowship and the Human Sexuality Group, and helped bring to Seattle Bishop Desmond Tutu and the Dalai Lama, working with the Church Council of Greater Seattle. They toured the USSR in the cold-war era of the Reagan years with the Seattle Peace Chorus, and helped bring the renowned Vladimir Choir to the U.S. to perform at St. Marks.

Throughout her life, she loved musicals and singing and performing solos and duets with her husband (favorites included Irving Berlin songs, like “Let’s Take an Old-Fashioned Walk” and “(I Wonder Why?) You’re So In Love,” and religious anthems like Repentir’s “O Divine Redeemer”) and shared her love of music with her children and others. In her later years, Roberta joined the Raging Grannies, and loved performing their humorous activist songs in her outrageous “granny” costume and hat at various protests and events throughout Washington, Oregon and Canada.

After Jim died in 1996 she stayed active in the church and the other groups as long as she was physically able; declining physical health and mental acuity saw her moving to the Lutheran-run Foss Home and Village in the Greenwood area of Seattle, where she was active in their music groups, art groups and worship service, and enjoyed helping look after other residents, keeping in contact with her friends, and receiving Eucharistic visits from St. Mark’s. She loved her children visiting and crafting with her, and her last words to them, always said at the end of their visits, was “I love you more than tongue can tell.”
Charlotte Foster

Charlotte Foster, RN, BSN, MHA passed away June 7, due to cancer.

Char was Chief Nurse Executive at Swedish Medical Group from 2011 until April 2016. She was known for her great compassion, empathetic nature, nurturing of both patients and fellow caregivers, strong servant leadership, and devoted mentorship. Over her 12-year career at Swedish, Char was active in countless nursing initiatives and tirelessly supported community efforts that assisted the disadvantaged.

Char began her nursing career at Harborview Medical Center in 1998, where she worked as the trauma nurse coordinator. She began her Swedish tenure in April 2004 as a clinic nurse at Swedish Neuroscience Institute. While there, her roles included clinic nurse, nursing supervisor, nurse manager and director of Clinical Operations. In 2011, Char went on to become Swedish Medical Group's first nurse executive. In that role, she worked diligently, across Swedish and Providence, and at a state-wide level to bolster the nursing profession.

In 2011, then Governor Christine Gregoire appointed Char to the Washington State Nursing Commission. Governor Jay Inslee re-appointed her in 2015, and in March 2016, she was nominated as chair of the commission. She also was a member of several other professional nursing organizations, including the Washington State Nurses Association. Char was a member of the Washington Center for Nursing’s Leadership Nursing Action Coalition and served as a strong bridge between the WCN and the Nursing Commission, particularly on issues of diversity in nursing.

Char’s service to others and spirit of volunteerism reached deep into our local communities. She supported local efforts of the March of Dimes and the American Diabetes Association and was the top fundraiser for the ADA’s 2015 Walk to Stop Diabetes in honor of her daughter. Char’s work with the Seattle-area Therapeutic Health Services helped families affected by alcohol or drug dependence, and/ or mental illness, and she volunteered each year at the annual Seattle/King County Free Clinic.

Millicent Doris (Cave) Markus

Millicent was born Jan. 2, 1922, at the family farm near Everson, Washington. She passed away March 31, 2017, at Josephine Sunset Home in Stanwood, Washington, in the early morning, when it was time to get up and get moving! She was 95.

The beloved mother, wife, grandmother and great-grandmother was preceded in death by husband Victor, her parents Myrtle R. (Dodge) Cave and Ed Cave, her sisters Emily Tilton and Beverly Cave, brother John Cave, lost in WWII, and grandson Christopher.

She is survived by children: Ed (Jean) Markus, Nick (Linda) Markus, Bill (Judy) Markus, and Beverly (Scott) Ouellet. She also leaves much-loved grandchildren Katryna, John, Julie, Alan, Michelle, Danny, Alecia, Sarah, Amy, Nichole, Jessica, and Theresa along with numerous great-grandchildren.

Millicent completed high school at Mount Baker High and attended Western Washington College, planning to become a teacher. She reconsidered and instead completed nurse’s training at St. Joseph’s in Bellingham, Washington, becoming a registered nurse. She was an RN for most of her life, nursing in several capacities at Skagit Valley Hospital. She was instrumental in establishing a nurses union at SVH at a time when nurses earned less than the mail maintenance personnel.

She loved watching and playing sports, especially women’s basketball and softball. She loved to take her kids and grand-kids swimming, camping, to sporting events and appointments and was always glad to help. She always had ice cream waiting, too!

A people person, she was centered on family and a multitude of friends, and she always remembered a face. She loved family dinners, potlucks and get-togethers and made sure they happened. She took very special care of her parents in their old age. She studied massage therapy and life-long would help others wherever and whenever possible. She was a member of three garden clubs and ferociously attended her yard and garden in retirement. Slugs did not stand a chance!

Last but not least, she loved and lived for thrift store shopping. It’s possible she knew and visited every thrift store from Tacoma to the Canadian border.

The family would like to thank Josephine Sunset Home for their loving care and Hospice Care of the Northwest for their welcome guidance and counseling.

In Memoriam

DISTRICT 1

Whatcom County

Shabnam Ahmadzadeh
Alexander P. Asai
Theresa B. Breslin
Suzanne A. Bryan
Amy R. Carney
Thomas M. Carsoon
Pamdeep K. Cheema
Constance M. Crag
Luke E. Cronick
Ivana Devic
Jamie B. Devin
Alexis T. Engman
Julie D. Gibbons
Angela K. Grant
Brittany A. Hanowell
Kelly A. Haugsen
Mary Beth Jaynes
Connie J. Kelley
Kristine M. Krumbiack
Jennifer R. Langager
Rachael F. Loder
Sarah E. Manning
Wesley C. Marion
Stacey E. McNis
Nicholas J. McManus
Ashlyn W. Mort
Jennifer R. Osborne
Mykelle M. Porter
Alisha N. Pouyner
Julie A. Rose
Nayort K. Sangha
Denise D. Skinner
Jennifer E. Sweet
Katie A. Thompson
Courtney A. Viladas
Whitney G. Zalewski

DISTRICT 2

King County

Maryan N. Abdulle
Abeba N. Abesha
Jean N. Acovedo
Maureen I. Acholonu
Alexandria M. Adamo
Ashley M. Adams
Katie L. Adams
Marsha C. Adkins
Mariane F. Aguas
Emily A. Ahrens
Haley J. Alford
Amanda J. Almigren
Haregu D. Amaha
Emily F. Anderson
Mandy R. Anderson
Nancy L. Anderson
Welcham D. Ang
Allison G. Angle
Gemma N. Aranda
Kelsie L. Ariel
Amy L. Arno
Hilary A. Armatas
Rebecca L. Arthur
Lauren A. Asaba
Kathryn L. Ashton
Angela M. Austin
Louisa Aura P. Babadila
Alexandra M. Backsen
Annick D. Bado
Allison G. Bagley
Kimberly D. Bahlmiller
Naomi Ban
Codie L. Barker
Shawn M. Barret
Domenico B. Bartolome
Marissa V. Bauer
Michelle R. Bauman
Marcia D. Beasley
Mary E. Berg
Peter D. Berryman

New Members

Tasneem Blinderwala
Anne N. Bilbro
Christa L. Bird
Joshua R. Black
Alexandra K. Bluhm
Mackenzie E. Boland
Taylor D. Boland
Rex Allan T. Bonus
Amy B. Boone
Tatiana Bostan
Tyler B. Boovich
Fides T.Bowen
Elizabeth T. Bowler
Brian A. Brady
Jennifer M. Bremers
Nicole S. Brew
Logan E. Brown
Melanie L. Brown
Cheryl L. Bryan
Saroja Buddhavarapu
Nicole A. Bugai
Laurie S. Birk
Natalie R. Burleson
Nicole M. Burns
Kellie A. Burton
Mark-Anthony B. Butin
Gina M. Carosino
Carrie J. Carter
Katrina B. Castillo
Tyra B. Castillo
Jennifer F. Celms
Ammolina C. Doris
Michelle L. Chan
Natalie A. Chan
Deborah A. Charbonneau
Xiaohuan Chen
Wooky Cho
Kaitlyn N. Clark
Samantha M. Clarke
Bailey E. Clausen
Laursa C. Coffee
Stephanie A. Cohen
Jeanne M. Collins
Dana A. Condoloria
Beverly A. Cook
Emily A. Copeland
Jacqueline L. Cotter
Kerry L. Cowan
Michaela M. Crofford
Amy L. Cronin
Leanne B. Crooks
Lucille R. Crouse
Linda N. Culpl
Austin M. Curry
Amy M. Curtis
Samantha J. Curtis
Sylvia J. Curtis
Sharon R. Daly
Bennett M. Dampac
Ngan K. Dang
Rachel M. Daza
Jessica N. De Mestre
Carol A. Dean
Anna P. Deloeherty
Christine A. Delos Reyes
Alexandra D. Dennis
Rebecca J. Derkett
Melodie Dible
Kunchok Dolma
Taylor N. Donaldson
Casey R. Dooley
Diana Dubrinsky
Victoria J. Duncombe
Alyssa A. Dunn
Nicole A. Eberle
Christopher L. Elmeier
Robert J. Eliner
Elizabeth S. Emord
Mark W. Erb
Minerva N. Escare
Nancy R. Estill
Ngozika N. Eze
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, to either join the union (and thereby enjoy all of full rights and benefits of membership) or to pay fees to the union (and thereby satisfy a financial obligation to the union without enjoying the full rights and benefits of union membership).

Regardless of the wording of the “union security” agreement, employees represented by the Washington State Nurses Association for purposes of collective bargaining and covered by a union security agreement are not required to become full members of WSNA, and are required only to choose either to be members of WSNA or pay fees to it. Employees who choose to become members of the Washington State Nurses Association pay WSNA dues and receive all of the rights and benefits of WSNA membership. Employees who either decline to become members of WSNA or who resign from WSNA membership may meet their union security obligation by payment of “agency fees” for representation.

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

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

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

Miek L. Birkland
Angie L. Boehrig
Kelley A. Brant
Jamie C. Brennan
Angelina L. Brown
Mackenzie R. Brunner
Hung T. Bui
Hallie E. Butler
Alex W. Carr
Allison M. Clark
Shebile L. Clement
Brigitte A. Cord
Alexandra C. Colby
Lisa D. Cowee
Angus J. Coy
Torriayn M. Cozza
Ashley R. Mueller
Alexis C. Mittmann
Andrew N. Mayes
Angus J. Coy
Allison M. Clark
Angela L. Brown
Argie L. Boehrig
Virginia K. Isbelle
Genet G. Mergia
Courtney G. Hochhalter
Sheena S. Richards
Doreen M. O'Kane
Nikolay N. Novik
Kaylea M. Newton
Brandi E. McCurdy
Megan L. Mason
Kate L. Martins
Benjamin A. Lefler
Ellen M. Kirschbaum
Rachel Y. Jones
Kailey A. Emerson
Lisa J. Dumais
Dawn M. DePriest
Dorinna C. Denobrega
Bruce D. Decker
Emily S. Davis
Lisa D. Cowee
Brigitte A. Codd
Hallie E. Butler
Mackenzi R. Brunner
Rose C. Hogan
Rebecca Randell
Leslie G. Rousos
Jean K. Simonson
Shannon L. Moree
Jennifer L. Marquez
Jacqueline H. Blankenship
Jose-Nicolas C. Tancuan
Jacquelyn M. Strunk
Jose-Nicolas C. Tancuan
Kasey M. Tanner
Amber E. Taylor
Tiffany M. Telford-Wood
Janice Vokkalis
Alla V. Zabolotska

District 9
Snooks County
Lucille M. McKeely
Brett J. Anderson
Tracie A. Mathews
Amanda F. Thuron
Kala R. Winter

District 10
Wahkiakum / Cowlitz Counties
Lindsey M. Anderson
Kathryn A. Arnesen
Melissa A. Avery
Ashley B. Dalgarno
Kandi L. Davenport
Stefanee L. Elliott
Ray Ann Estrada
Jennifer R. Fallon
Elena R. Garcia
Ellen M. Gray
Tracy V. Hachtel
Lacegh M. Harris
Megan A. Mithorn
Alonzo J. Odem
Jordana B. Penner
Jeanna L. Perkins
Katherine J. Stich
Steven R. Spence
Theresa M. Swift
Sarah M. Weatherell
Karen F. Wicken

District 11
Clark / Skamania Counties
Brett J. Anderson
Irma V. Anderson
Brandi A. Barnes
Sarah A. Barnwell
Randi L. Barrett
Nancy L. Bischoff
Lara S. Brittain
Gregory S. Butler
Karla M. Butler
Leslie A. Callihan
Kaitlyn N. Lee
Melissa A. Lane
Krisann K. Bienvenu
Kimberly L. Garza
Kayla M. Hays
Mishawn O. Hess
Krista R. Hubbert
Sarah E. Husser
Diana R. Jimenez
Cassidy M. Jones
Linda M. Kaiser
Melissa A. Lane
Kaitlyn N. Lee
Jennifer L. Marquez
Jill E. Mathews
Bailey R. McCue
Shannon L. Moree
Sarah C. O'Brien
Emily R. Playfair
Kellisa L. Reed
Terri R. Rice
Alyssa A. Richards
Alisha J. Sanchez
Michaella R. Schilling
Brittany K. Schmidt
Taryn J. Short
Kelley R. Stevenson
Chelsea K. Strong
Kelsey J. Turnell
Linda M. Valenzuela-Muquez

District 12
Clallam / Jefferson Counties
Elena Ortmann

District 14
Whitman County
Amy G. Gifford
Thomas Heward
Susan L. Simpson

District 15
Benton / Franklin Counties
Helen Arbon
Laurie J. Bush
Savriti X. Cantrell
Heather M. Cash
Makeenze J. Cross
Renee L. Ewing
Lucero Garcia
Nina M. Garcia
Katherine L. Garza
Kayla M. Hays

District 17
Kitsap County
Rachel M. Bland
Arla R. Dunlop
Debra A. Woodard

District 8
Grays Harbor
Jenny L. Gitchel
Nicole C. Kay
Chelsey K. Littlejohn

Carolyn L. Scalise
Miranda J. Smith
Mary E. Stanton
Jacquelyn M. Strunk
Jose-Nicolas C. Tancuan
Kasey M. Tanner
Amber E. Taylor
Tiffany M. Telford-Wood
Janice Vokkalis
Alla V. Zabolotska

Kelli J. Rosenbaum
Debra A. Woodard

Michael J. Ross
Karen M. Sanchez
Taylor L. Smith
Karen S. Wade
Charissa L. Zorza

Kristen N. Draskovic
Cora L. Dubrow
Randall M. Dykstra
Izajin V. Gonzalez
Brenda K. Hubin-Price
Brandy S. Humphries
Sabrina Inman
Patricia A. Job
Britton D. Lindsay
Lindsey M. Loving
Sara M. Martinez
Teri J. Mellema
Kimberly A. Merrill
Gabrielle E. Metott
Cheryl L. Mitchell
Allyssa J. Monda
Meaghan A. O'Driscoll
Christopher A. Palys
Andrea K. Parker
Jennifer M. Reynolds
J Annie L. Risenhoover
Kelli J. Rosenbaum
Valerie J. Ryan
Andrea F. Salmar
Jill M. Santiago
Rose M. Schanen
Ned F. Seeger
Kelly G. Stewart
Jennifer L. Streng
Claire E. Thurman-Moore
Brenda Vanderwal
Heddi C. Wilson

District 98
All Other Counties
Heidi L. Borgens
Sharon E. Braten
Clara Bucio-Martinez
Amelia N. Buetner
Linda M. Comer
Amber D. Diosdado
Veronica G. Johnson
Ashley N. Likens
Daneen C. Lindh
Stephanie S. Marsh
Nancy J. Murray
Kasey M. O'Neal
Michael J. Ross
Karen M. Sanchez
Taylor L. Smith
Karen S. Wade
Charissa L. Zorza

District 16
Skagit / Island / San Juan Counties
Shelby A. Addy
Mariorie L. Andrews
Lindsey A. Bailey
Kathryn E. Barnhart
Tanya R. Benzweck
Tessa R. Bisby
Jacqueline H. Blankenship
Denise A. Bosley
Steven J. Brumsickle
Rhiannon K. Burton
Chelsea N. Carlson
Alisha Y. Cigalotti
Jessica Cigalotti
Ida A. Cropper
Gwen A. DeBlieck

PHOTOS: BEN TILDEN; COURTESY OF LANE TOENSMEIER
WSNA welcomes new staff

Jamie Adams
Membership Associate

Jamie Adams is a native of Washington, born and raised in Bellevue, and has lived up and down the I-405 corridor. She comes to us from the YMCA of Greater Seattle, where she was the Human Resources Data Administrator. She jokes that she has an unusual love of data entry and Excel spreadsheets.

“I have found that when you work for an organization where the mission is to help provide a positive work/life environment for the members and community, you can’t help but love what you do,” Jamie said. “It brings me great pride to know that WSNA provides a structure for registered nurses to have an active role in decision-making and influencing areas of professional practice, workplace conditions, health reform and policy development!”

In her spare time, Jamie loves to explore the Pacific Northwest through her children’s eyes, watch Seahawks football, and barbeque with her husband.

Lane Toensmeier
Attorney/Chief Negotiator

Lane Toensmeier joined WSNA in April. He has a background as both a union organizer and attorney.

Lane began his career as an internal union organizer with SEIU Local 503 in 1997, where he worked to identify, recruit and mentor union leaders. In addition to assisting leaders with their labor relations needs, Lane worked with union leaders to implement the union’s campaigns.

After 10 years as an organizer, Lane enrolled at the Willamette University College of Law. Lane’s goal was to develop a new set of skills to bring to his work in the labor movement. While in law school, Lane clerked in the Local 503 legal department. He completed his degree and gained admission to the Oregon Bar in 2010.

As an attorney, Lane worked in private practice representing labor unions. His practice consisted of negotiating contracts, advising his union clients on a range of legal matters and representing his clients in court as well as in administrative hearings or arbitration proceedings. In addition, Lane has had the opportunity to work in-house with two different Oregon unions. Most recently, Lane worked as a staff attorney/political organizer with the Oregon Federation of Nurses and Health Professionals, AFT Local 5017. During his time with OFNHP, Lane had the pleasure of teaming up with nurses and other health care professionals as they worked to ensure that patients and their families received the highest possible standard of care.

Lane comes to WSNA with a wealth of experience and a passion for the labor movement. He is excited to help WSNA members create the most effective voice to advocate for themselves and their patients.


### Live education events

#### AUGUST
- **The Science of ECG Rhythm Recognition**: Aug 10; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662; Noon – 4:30 p.m.; fee: $89; contact hours: 3.9
- **Reiki Level I Certification**: Aug 25; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662, 8 a.m. - 4 p.m.; fee: $199; contact hours: 6.5

#### SEPTEMBER
- **Preventing Alcohol Withdrawal Delirium**: Sept 7; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662, 8 a.m. – 3:30 p.m.; fee: $199; contact hours: 6
- **12-Lead ECG Interpretation**: Sept 8; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662; 8 a.m. – 4:30 p.m.; fee: $169; contact hours: 6.75
- **Case Based Pharmacology**: Sept 15; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662; 8 a.m. – 3:30 p.m.; fee: $199, contact hours: 6
- **Splinting: Art of Plaster**: Sept 21; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662; noon – 3:40 p.m.; fee: $199; contact hours: 4
- **Act Against Suicide: For Nurses**: Sept 22; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662; 8 p.m. – 4:10 p.m.; fee: $179; contact hours: 6.5

#### OCTOBER
- **Opiates Kill: Hydrocodone, Oxycodone, Heroin**: Oct 4; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662; 8 a.m. – 3:30 p.m.; fee: $179; contact hours: 6
- **Mastering Lab Interpretation**: Oct 5; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662, Noon – 4:30 p.m.; fee: $89, contact hours: 4.1
- **X-rays: Chest & Orthopedic**: Oct 19; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662, 8 a.m. – 3:30 p.m.; fee: $179; contact hours: 6
- **Psychotropic Medications: Essentials for Practice**: Oct 20-21; Acute Care Education Classroom, 7200 NE 41st St, Vancouver, WA 98662, 8 a.m. – 3:15 p.m.; fee: $379, contact hours: 12

#### NOVEMBER
- **Critical Decisions for Rapid Responses**: Nov 1; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662, 8 a.m. – 3:30 p.m.; fee: $179, contact hours: 6
- **The Science of ECG Rhythm Recognition**: Nov 2; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662, 8 a.m. – 5:30 p.m.; fee: $89, contact hours: 3.9
- **The Hemodynamic Challenge: Maintaining Homeostasis in Sepsis & Shock**: Nov 2; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662, 8 a.m. – 12:30 p.m.; fee: $89, contact hours: 4
- **The Science of ECG Rhythm Recognition**: Nov 2; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662, 1 p.m. – 5:30 p.m.; fee: $89, contact hours: 3.9
- **Fundamentals of Physical Assessment Skills**: Nov 16; Acute Care Education Classroom, 7200 NE 41st Street, Vancouver, WA 98662, 8 a.m. – 4:30 p.m.; fee: $199, contact hours: 7
- **Act Against Suicide: For Nurses**: Nov 17; Acute Care Education Classroom, 7200 NE 41st Street, Suite 206, Vancouver, WA 98662, 8 p.m. – 4:10 p.m.; fee: $179; contact hours: 6.5

### Online courses

#### 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

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

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

#### Medical Spanish for Hospital Nurses: contact hours: 25

#### Medical Spanish for Office Nurses; contact hours: 25

#### 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 pharmacology hours)

### CONTACTS

- **University of Washington School of Nursing**
  - Continuing Nursing Education
  - Box 359440
  - Seattle, WA 98195
  - 206-543-1047
  - cne@uw.edu
  - uwcne.org

- **MedicalSpanish.com**
  - Kathryn C. Fox, BSN, RN
  - KatieFoxRN@gmail.com
  - medicalspanish.com

- **Acute Care Education**
  - support@acutecared.com
  - 360-258-1838
  - AcuteCareEd.com/events

- **Washington State University College of Nursing**
  - Tyler Dean, MSN, RN, CPN
  - Director, Professional Development
  - 103 E. Spokane Falls Blvd.
  - Spokane, WA 99210
  - 509-324-7354

Listings change frequently. For the most current list of WSNA-approved continuing nursing education courses, visit [wsna.org/calendar](http://wsna.org/calendar).
Anytime, Anywhere.

Get your required continuing education contact hours online — when and where it suits you!

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!

Start, stop and restart 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.

www.wsna.org/cne
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