

# THE WASHINGTON NURSE

Volume 38, No. 1 Spring 2008

# 100 YEARS YOUNG

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Nursing Student Convention

# Calendar of Events

## JULY 2008

31 Workshop: Restoring & Retaining Nurses in Recovery - SeaTac

## AUGUST

6 WSNA 2009 Convention Planning Committee - WSNA  
22-23 Safe Staffing Committee Training - WSNA

## SEPTEMBER

1 Labor Day - Offices Closed  
6 NSWS Board of Directors Meeting  
6 Nursing Appreciation Night with Seattle Storm - Seattle  
20 CEARP Meeting - WSNA  
27-28 Cabinet on Economic & General Welfare - Chelan  
28 Local Unit Leadership Council - Chelan  
29-30 WSNA Local Unit Leadership Conference - Chelan

## OCTOBER

11 PNHCC Meeting - WSNA  
14 IENA Legislative Reception - Spokane  
17 Finance & Executive Committee Meetings - WSNA  
20 WSNF Board of Trustees Meeting

## NOVEMBER

20 WSNA Staff Planning Retreat - Offices Closed  
21 WSNA Board of Directors Meeting  
27-28 Thanksgiving Holiday - Offices Closed

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**CONTRIBUTOR GUIDELINES**—Article ideas and unsolicited manuscripts are welcome from WSNA

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

## ARTICLE SUBMISSION DEADLINES

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

## In Focus

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by Kim Armstrong, BSN, RN  
WSNA President

May 6, 2008 marked yet another milestone in the history of our organization. On that date hundreds of nurses and dignitaries came together to celebrate our WSNA Centennial anniversary. And what a celebration it was! Guests from Oregon, New York, Michigan and Minnesota as well as ANA President Becky Patton join us. Secretary of State Sam Reed presented us with a special certificate honoring our 100 years of incorporation – one of only 65 still in existence since that time. Governor Gregoire sent us greetings from Washington State Government. Several Nurse Legislators were in attendance. Many Nursing, Health Care and Labor organizations were there. And a host of past, present and future leaders of WSNA were there. For all of those who were able to attend, Thank You. You all made the day fuller, richer and more enjoyable with your presence. For those of you who were unable to attend, I offer the following brief synopsis of the day's events through my eyes.

The day began for many with an opportunity to meet with ANA President, Rebecca Patton. At a luncheon hosted by WSNA, Local Unit Leaders were able to have an informal discussion of National Events and Nursing Priorities with President Patton. She offered a candid insight into ANA and answered many questions of members. I would like to express my appreciation to President Patton for all she does for Nursing, as well as providing the opportunity to interact directly with our members.

During the afternoon, people moved freely around the many exhibits reflecting the history of Nursing and WSNA in Washington State. The exhibits included showings of Mrs. Reynolds Needs a Nurse. This film produced by the University of Washington in the 1960's still resonates in today's patients' needs and care. We were treated to a special narration and inside look at the making of the film by Maxine Patrick, PhD RN, who played the role of the head nurse in the film. It is still available at the UW web site. KCNA, PCNA, the Kent Historical Society, the Mary Mahoney Professional Nurses Organization and many others had exhibits. Porcelain bedpans, glass syringes, instruments, historical nursing uniforms, pharmaceuticals, weights and measures and countless photographs from the last 100 years were displayed. You truly got a sense of nursing history and just how far nursing, with the leadership of WSNA always speaking for all nurses in Washington, has come in a short 100 years. WSNA exhibited the association's history on large laminated posterboards, one for each decade which now are featured in the WSNA Board room. The history, the gains and setbacks for WSNA and nursing were there for all to see. It provided me a greater understanding of the profession's struggles and our wins because of our organization being there and being the voice of Nursing.

One of the exhibits, I believe needs special recognition was from artist and RN staff nurse, Susan Larrivee. WSNA commissioned Ms. Larrivee to develop an original watercolor painting depicting our theme—Pride in Our Past, Confidence in Our Future. She did this with an exemplary piece showing all of the activities of WSNA, from our

legislative activities, to practice issues, and workplace issues, all with nurses in the forefront, taking patient care issues and safety into a bright future. The original watercolor is hanging at the WSNA offices, for all to see. The art work is so spectacular, WSNA commissioned 130 lithographs of the original. These prints are being sold with all proceeds going to WSNA for nursing scholarships—an investment to the future of nursing (see order form elsewhere in this issue).

The gala continued into the evening with a reception and dinner program. Each participant was given a Commemorative Centennial Book highlighting the proud history of WSNA with text and photos (copies are available for purchase). At the banquet, President Patton brought greetings from ANA. In her remarks, she mentioned often the contributions made by WSNA and its members to ANA. These included many of our state leaders also becoming leaders at the national level. A partial list of those leaders includes: Eunice Cole, Louise Shores, Barbara Curtis, Judy Huntington, Jan Bussert and Beverly Smith. All were and are leaders of WSNA who served in various roles within ANA both as elected leaders and/or ANA staff. We certainly have great examples of leaders in Washington State to emulate. President Patton also spoke of our landmark legislative wins, including prohibition of mandatory overtime, prevention of needle stick injuries, safe lifting and with our coalitions, passage of the bill banning toxic flame retardants and our most recent legislative victory, the Safe RN Staffing Bill. She stressed how the eyes of other states and the nation are watching the successes of WSNA and that we are truly leaders in the nation.

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One of the highlights for me was the Hall of Fame Presentation held during the banquet. Imagine a table set for eight, all white, raised above the other tables in the room. As our executive director, Judy Huntington read the names and tribute to each of the eight inductees, a single candle was lit in their honor at a place setting. It was extremely moving and poignant. These eight historical nurse leaders left a legacy of spirit, achievements, and contributions to WSNA. I invite you to read more about each of them on our web site and elsewhere in this issue of *The Washington Nurse*.

As the day was spent reviewing our history, it was my honor and challenge to then take us to the future. I would like to reprint my comments made that night to you here. I can't think of a better way to give to you the hopes, promise and confidence, I have for the future of Nursing and WSNA:

"If you browse through your copy of the Commemorative Centennial book, it is readily apparent that throughout our 100 years as an association, the purposes of Washington State Nurses Association have remained essentially unchanged:

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

Today, the future heralds many challenges and opportunities for nursing and Washington State Nurses

Association. Health care in the United States today is in drastic flux. The nursing profession is frequently under attack from above and below, as well as from within. New health care professions are emerging every day which encroach upon responsibilities that were once exclusively the domain of the nurse. New legislation, payment methodologies and governmental controls increasingly impact the method and manner in which nurses deliver care. The questions being asked today are:

- How do nurses differ from other health care providers and is what we do essential?
- Who will determine the scope and standards of nursing practice?
- What level of nurse staffing is needed to assure patient safety and quality outcomes?
- To whom is nursing accountable?
- What kind of national health policy does our country need and how will we pay for it?
- Who will be the providers of health care in the future and how will they be compensated?
- What standard of quality and access to health care does our society expect and how much are we willing to pay for it?
- What will we do to effectively address the profound nursing shortage looming in the near future?
- Will nurses across the nation unite and use our collective numbers to speak out with one strong voice for effective change?

These are but a few of the challenges and questions our profession, and we as an association and as individual nurses, currently face.

Yet as daunting as these questions are, in every challenge, there exists both danger and opportunity. The danger rests in the temptation to do nothing—to wait and see for fear of making a wrong decision...This inaction would be our greatest mistake, for decision about the future of nursing will be made with us or without us. The opportunity to make great change exists only for those willing to take risks. It requires an openness to change, to challenge, to create new ideas and to anticipate the future—not simply to react to the past.

I submit that the registered nurses in WSNA are not only ready to meet these challenges, they are meeting these challenges each and every day as they care for their patients and as together, we collectively speak out for the health care rights of all the residents of Washington State and the Nation. Our founders organized out of concern for public welfare. Nursing must again take up this leadership position. We must act now and do it powerfully—and do it together!!!

We can look back proudly and thank those early pioneer leaders, and those who came after, who left us the legacy of WSNA as it is today. There have been many remarkable achievements, advancement and major victories along the way, as well as a number of challenges, and yes, even a few set-backs. We remain a strong, dynamic, powerful, progressive, democratic organization, prepared and proud to advocate for Registered Nurses, the profession and

the interest of the citizens and resident of Washington State.

I believe that the future for registered nurses and nursing in Washington State, and the Washington State Nurses Association is very bright. As our membership continues to grow, new leaders are emerging every day who are ready to take up the lamp and light the way to a brighter future. These new leaders—and the vibrant, intelligent, capable student nurses graduating from our nursing schools around the State today—are committed to advancing the important work that our founders began 100 years ago.

To symbolize the theme of our Centennial 'Pride in our Past, Confidence in our Future,' I will now ask seven designated representatives of the nursing students along with one younger student, who may one day become a nurse, to come forward.

These students symbolize the hope and future of our profession and association. They represent the future leaders who will carry forward into the next 100 years, our mission to foster and advance the practice of nursing, to improve health standards for all people, and to promote the professional development and economic and general welfare for nurses.

As these students each stand behind the empty chair of a past inspirational leader of WSNA, they will light their own candles from the lit candles on the table.

The lighting of these candles symbolizes the ceremonial passing of the lamp, commemorating and illuminating both the proud past and bright future for nursing and the Washington State Nurses Association.

There is an old saying that goes: 'Coming together is a beginning, Working together is Progress, Staying together is Success.' In the center of your tables, are ten vases grouped together, each with a single white rose. While each can stand alone as a bright flower, together they form a beautiful vibrant bouquet. This symbolizes the strength and beauty that each of you brings to the table, and yet how, when we come together, we are so much more. As you go away tonight, please take one of the vases with you as a reminder of your strength and that of Washington State Nurses Association.

Our founding leaders did not look to other organization, trade unions, or political groups to solve their problems for them. They stood up proudly, confidently, and declared: 'I am a nurse and I believe in this great organization and I care.' The time is now to rededicate ourselves, to clearly state our beliefs, to operationalize those beliefs, and to be rewarded.

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, then we can, and should, have great confidence in our future. Thank you."

For all of those who were able to attend the celebration, thank you for making it a joyful night. I would like to take this opportunity to express my gratitude to the staff of WSNA. They do work tirelessly for all nurses in the State, influence the national leaders, and pursue the best and brightest for the future.

Here is to the next 100 years of excellence!



## Be Vibrant. *Be Renown.*

It's more than your skills and expertise. More than your anticipation of the needs of those around you. It's your dedication to your patients and your peers. Because for you, it's not just about being better, it's about being *renown*.



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EOE

# Photos from the May 6th Centennial Celebration



A



B



E



F



I



J



C



D



G



H

- A. Dr. Maxine Patrick (who appeared in *Mrs Reynolds Needs a Nurse*) with WSNA Director of Nursing Practice, Education and Rsearch Sally Watkins
- B. One of several showings of *Mrs. Reynolds Needs a Nurse*
- C. A candle-lighting ceremony honors the 2008 Hall of Fame inductees
- D. Susan Jacobson, Chair of the WSNA Legislative & Health Policy Council, with David Trevino and friends
- E. Washington Secretary of State Sam Reed presents a commemorative certificate to WSNA Executive Director Judy Huntington and President Kim Armstrong
- F. Bette Perman, RN, with a few of her nursing students

- G. Students from a number of nursing schools came wearing vintage uniforms
- H. Muriel Softli (WSNA Hall of Fame 2000) and friends
- I. WSNA Director of Labor Relations Barbara Frye (left) and Cabinet on E&GW Vice-Chair Julia Weinberg (center) with leaders from New York, Oregon, and the Washington State Labor Council
- J. The Nightingale Tribute
- K. WSNA President Kim Armstrong (center) with Ann Darlington and Heather Bradford



K



A



B



C



D



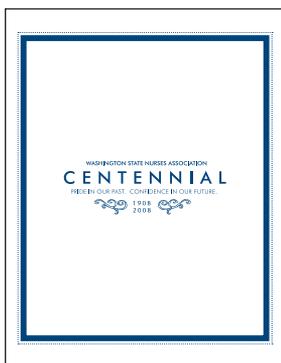
E

- A. Former WSNA Director of Nursing Practice Joan Garner with friends
- B. WSNA Vice President Tim Davis with friends from the Skagit Valley region
- C. Former WSNA Executive Director Beverly Smith with NSWS President Deanna Vesco
- D. ANA President Becky Patton with former WSNA and ANA President Eunice Cole
- E. Artist Susan Larrivee, RN, standing with the painting she created, which was commissioned by WSNA to commemorate the Centennial

Photo Credits:  
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 A, F - Ben Tilden  
 B, C, D, E, G, H, I, J, K - Poncharee  
 This page:  
 A, B - Poncharee  
 C, D, E - Ben Tilden

Pride in Our Past. Confidence in Our Future.

## Celebrate WSNA's Centennial with these commemorative items.



**Book**  
\$15

A history of the first one hundred years of WSNA.

(Softbound, 44 pages)



**Lithograph**  
Unframed for \$250  
Framed for \$300

Lithograph of a specially commissioned watercolor painting commemorating WSNA's centennial year.

(18" tall by 24" wide)

### Shipping Information

Qty	Item	Fee
1-5	Unframed Lithograph	\$15
1	Framed Lithograph	\$30
1	Book	\$2
2	Book	\$3
3-5	Book	\$5

*Additional items will be shipped separately.  
For example: 7 Centennial books = \$3.00 + \$5.00= \$8.00 shipping charge.*

### Ordering Information

Submit your order via one of the following methods:

#### Postal Mail

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

#### Email (Visa / MC orders only)

dweston@wsna.org

#### Fax

Attn: Deb Weston  
206-575-1908

### Order Details

	Quantity	Price	Total
Book	_____	\$15	_____
Unframed Lithograph	_____	\$250	_____
Framed Lithograph	_____	\$300	_____
		Shipping	_____
	<b>Grand Total</b>		<input type="text"/>

### Payment

- Check
- Local Unit \_\_\_\_\_ Signature \_\_\_\_\_
- Visa / MasterCard
- Card Number \_\_\_\_\_
- Signature \_\_\_\_\_
- Exp. Date \_\_\_\_\_ Billing Zip Code \_\_\_\_\_
- Name on Card (printed) \_\_\_\_\_

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Name \_\_\_\_\_ Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

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# Celebrating the History of WSNA's First 100 Years

# 1908 -1920

## The Early Years

During the early part of the 20th century, the health needs in the state of Washington were many and varied. Although the trend was for more hospitals, the bulk of hospital nursing service was provided by students, and the largest field for graduate nurses was private duty nursing in the hospital and the home. The hours were long and the wages low. In the majority of cases, this meant 20-24 hour duty with an average wage of \$3-\$5 per day. It was also in this period that the need for the visiting or public health nurse became apparent. The first industrial nurses were also employed in this era - and indications were that this too would be a consistently growing field of nursing.

As the country moved into World War I, the first experience with a serious shortage of trained nurses became a reality. The need for nurses was compounded by the national influenza epidemic of 1918 and the public demands for the development of public health. These factors placed a heavy burden on the nursing profession. In addition, the scope of nursing practice was expanding with corresponding demands for nurses in laboratory work, anesthesia, and hospital staff work.

**1908** Following two years of intense work, the delegates of the third Washington State Graduate Nurses Association (WSGNA) Convention finalize and adopt the original Articles of Incorporation.

**1909** WSGNA lobbies the Legislature and achieves passage of the first Nurse Practice Act in Washington State. [This was no small feat in that many legislators feared that the title "Registered Nurse" would make it possible for nurses to practice medicine, surgery, or midwifery. Nurses, however, were determined

not to fail in their first organized attempt to set standards and gain status. This was the beginning of the active aggressive government relations program that remains an integral part of the Washington State Nurses Association today.]

**1909** On April 18, the first Board of Nurse Examiners is appointed by the Governor. The Board consisted of 5 graduate nurses with at least 3 years of experience. In September, the first examination is held in Seattle for one applicant, George Smith, a graduate of the Annie Paddock School of Nursing (now Tacoma General Hospital School of Nursing), who becomes the first licensed nurse in Washington State.

**1912** As the nation struggled with a growing TB epidemic, WSGNA members contribute funds to build a TB cottage at Riverton for the care of nurses who had contracted TB.

**1914** WSGNA helps form the Washington State Organization for Public Health Nursing as part of the National Organization for Public Health Nursing.

**1917-1918** A national influenza epidemic and World War I produce the first severe nursing shortage. Nurses are urged to join the armed forces and nurses respond in mass. The first WSGNA president, May S. Loomis, is in charge of nurse recruitment for the state. As the shortage and the influenza epidemic peak in local communities, public health nurses, inactive married nurses and non-nurse volunteers respond to the local call for nurses and serve with courage, determination and unbelievable stamina.

**1919** WSGNA supports an increase for private duty nurses to \$5 per day because of the high cost of living.



May S. Loomis, who was the first president of the WSGNA, and instrumental in securing passage of Washington's first nurse practice act



Etta B. Cummings, charter member of the Pierce County Nurses Association, and first Treasurer of WSGNA

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# 20s

## Growth of Nursing Schools and Increased Demand for Trained Nurses

After the war, and as the nation moved toward the Great Depression, nursing too followed the general pattern. Twenty-five percent of U. S. nurses were working in community health and public health to eradicate TB, improve maternity and infant care, and take health care to rural areas. Because of the tremendous demand during and immediately following the war, nursing became caught in a web of over-optimism. Nursing schools were crowded with new students and within a few years the occupational fields became saturated as new graduates sought employment. Nursing had been warned of an “over-production of nurses” and by the late 1920’s unemployment had reached alarming rates. As is usually the case, problems of this era drastically affected nursing of the future. Higher educational requirements, shorter working hours, and general duty staff nursing all began as possible solutions to the problem of over-supply.

- 1920** Following the War, the University of Washington Department of Nursing is reopened. Elizabeth Sterling Soule is appointed as Department Head. The curriculum includes a new 9-month course in public health nursing.
- 1920** WSGNA goes on record asking for military rank for nurses in support of ANA’s position and the US Congress adopts a bill giving partial rank to nurses.
- 1922** WSGNA establishes a Private Duty Section to address the special interest needs of nurses working as private duty nurses.
- 1922** Seattle hosts the Biennial Convention of the American Nurses Association and more than 4,000

nurses attend.

- 1923** In WSGNA’s continuous campaign to improve the Nurse Practice Act, an amendment is passed abolishing the waiver of examination for nurses who had graduated before 1911.
- 1923** Etta B. Cummings, WSGNA’s first Treasurer, dies and leaves her house and estate (\$2,500) to establish the Etta B. Cummings Memorial Fund to be used for “Sick and Worn Out Nurses of Washington State.” [Note: This fund is still in existence and is now administered by the Washington State Nurses Foundation Trustees.]
- 1924** The efforts to improve nursing education leads to the formation of the Washington League for Nursing Education to work closely and collaboratively with WSGNA.
- 1925** King County Nurses establish a central directory for hiring private duty nurses and averages 1,550 calls a month. Other professional private duty registries are started in Spokane and Tacoma and operated through the mid-1960s.
- 1925** The WSGNA Private Duty Section, is instrumental in the promotion and eventual statewide adoption of 12-hour duty for private duty nurses. By the end of 1925, acceptance of the 12-hour duty is reported from Seattle, Spokane, Tacoma, Wenatchee, Walla Walla and Grays Harbor.
- 1927** Membership in WSGNA grew to 1,127, and in 1928, the Secretary of WSGNA (paid staff) was requested to visit every District at the expense of the association. This was the beginning of field work!
- 1929** On January 1, the first issue of “The Bulletin,” the official publication of WSGNA, was published. Later, The Bulletin’s name was changed to “Washington State Journal of Nursing.”
- 1929** The Community Nursing Service was organized in Seattle with 11 nurses and later changed its name in 1934 to “Visiting Nurse Service.”

# 30s

## The Great Depression: Era of Unemployment in Nursing

In the early 1930's, WSGNA Districts reported more nurses, fewer cases and shorter private duty nursing calls. As the situation worsened, nurses turned to other lines of work to earn a living. An "over-production" of nurses and high unemployment led to higher educational requirements, shorter working hours (the 8-hour work day begins!), and general duty staff nursing in hospitals - all of which were viewed as potential solutions to these problems. Toward the end of the decade, advances in education, new procedures in medicine, and openings of new occupational fields for nurses seemed to indicate a brighter future for nursing.

- 1930** Due to the steadily growing problem of unemployment during the Great Depression, WSGNA districts concentrate their efforts on fund-raising projects to help their members who were on relief.
- 1931** The University of Washington begins offering supervisory courses at Harborview Hospital. Many nurses become qualified for supervisory and administrative positions.
- 1932** King County reports that private duty nurses pay averages only \$25 per month. In Tacoma, the District collects \$394 for an unemployment fund to provide one week's work for 16 nurses at Pierce County Hospital.
- 1932** A WSGNA-sponsored insurance program is launched, called the "Nurses Protective Policy." It is designed to protect the earning ability of nurses during illness and accidents.
- 1933** WSGNA achieves successful passage of an amendment to the Nurse Practice Act that called for the appointment of a "supervisor" of Nursing Schools to assure the quality of nursing education.
- 1934** ANA and WSGNA both adopt an 8-hour day resolution.
- 1935** Hospitals and advances in medicine create a growing demand for more psychiatric and general duty staff nurses.
- 1936** A scholarship fund is established as a memorial to May S. Loomis, first president of WSNA. The fund,

still available to members through the Washington State Nurses Foundation, is specified to be used for loans to graduate nurses for further education.

- 1938** The first General Duty Nurse Standards of Employment are approved by WSNA's Board and a resolution is adopted that discourages "affiliation of our members with trade unions or other similar organizations."
- 1939** The model of "Team" nursing assignments begins with graduate nurses and practical nurses as the "team."
- 1939** The WSGNA Legislative Committee is requested to study the possibility of licensing practical nurses.

# 40s

## World War II Creates Nursing Shortage, More Challenges and Discontent, Yet Paves Way for Future Success

Out of the crisis of the Depression era, WSNA emerged stronger, more efficient and more determined to achieve the goals of its founders. The 8 hour work day had become a reality. Advances in education and the opening of new occupational fields seemed to indicate a brighter period for nursing. But a second world war, a second serious nursing shortage, use of subsidiary workers, insecurity and discontent were only a few of the problems encountered during the fourth decade of WSNA history. It seemed that this would not be a time for significant advancements or accomplishments. Yet, it was the setbacks and the obstacles encountered in this period that paved the way for future successes, especially in the new Economic Security program for nurses. The shortage of nurses on the home front and the need for nursing services in military and VA hospitals contributed to the increased use of the subsidiary worker. However, at this time, there were no programs established for pre-service preparation of these workers, and professional nurses were concerned about the quality of the nursing care given to the patient. Nurses began to realize that the economic aspects of nursing were important not only to themselves,

but to their patients as well. WSNA, as it has done each time there has been a nursing shortage or economic downturn in this state, worked long and hard in the legislature to protect an unsuspecting public from undertrained and unqualified would-be providers of care.

- 1940** WSGNA changes its name to the Washington State Nurses Association (WSNA).
- 1941** The United States enters World War II. ANA supports creation of a Cadet Nurse Corps and helps defeat a draft of Registered Nurses, as more than 100,000 nurses volunteer for service.
- 1941** General duty staff nurses express unrest and dissatisfaction due to low salaries and poor working conditions.
- 1942** A State Nursing Council of Defense is created and recommends that nurses in the armed forces are carried as members of WSNA for the duration of the War.
- 1943** The Industrial Nurses Section is organized to address the special needs of nurses working in industrial settings (occupational health).
- 1943** The first educational program in Washington for practical nursing is established. WSNA serves on the curriculum advisory committee.
- 1943** The WSNA House of Delegates authorizes the Committee on Standards of Employment to establish certain minimum standards for nurses in hospitals, to apply throughout the state of Washington and in August, the Joint Committee of WSNA and the Washington State Hospital Association vote to send each hospital or employer suggested regulations affecting the employment of graduate nurses.
- 1945** America's nurses tops all professions in number of volunteers for active War service.
- 1945** WSNA supports a legislative policy requiring all nurses to have mandatory licensure under the Nurse Practice Act.
- 1945** The WSNA Standards of Employment Committee is directed to set up employment standards for any field of nursing with specific advice of the group concerned and to provide assistance with solutions as needed.
- 1946** ANA adopts an Economic Security program, endorses the 8-hour day, 40-hour week and calls for elimination of discrimination against minority groups in association membership. ANA urges every state nurses association to act as the exclusive bargaining agents for their members in economic security and collective bargaining.
- 1946** The General Staff Nurses Section, which included all nurses employed in hospitals, is dissolved and replaced with the Institutional Nurses Section which included only general duty staff nurses working in hospitals. Nurses in management positions would later form a new Section.
- 1946** The Washington State Student Nurse Council was

organized.

- 1947** A state committee is appointed to participate in the national Study of the Structure of Organized Nursing which leads to the reorganization of the six national nursing organizations.
- 1948** The WSNA Public Health Nursing Section is organized and the Washington State organization of Public Health Nursing is dissolved.
- 1948** WSNA adopts the WSNA Economic Security Program. Each Section pledges support for the program and recommends that WSNA be designated as the sole collective bargaining agent for members of the association. WSNA dues are raised to "actively pursue an Economic Security Program."
- 1949** WSNA is officially certified as the official bargaining agent for nurses employed at Boeing Airplane Company and negotiates its first collective bargaining contract.
- 1949** WSNA and the Washington State Hospital Association agree to establish minimum salaries and benefits for nurses in member hospitals: \$200 per month in Seattle, \$190 outside of Seattle for a 40-hour work week.
- 1949** A revised and improved Nurse Practice Act unanimously passes the Legislature, and at the same time, a new law licensing practical nurses is also enacted.
- 1949** The Administrative Nurses Section is formed to address the needs of nurses in administrative and management positions.
- 1949** In July, the Mary Mahoney Registered Nurse Club is organized by Ann Foy Baker to provide scholarships for aspiring young black students interested in nursing, and to encourage membership in professional nurses organizations.

**NURSE FOOT CARE TRAINING**

The 11th Annual Nurse Foot Care Training Program  
 Saturday, Nov. 8th, 2008, at the Cherry Hill  
 (Old Providence) Campus of Swedish Hospital Seattle.  
 Topics will include routine nail & skin care, diabetic foot conditions & care, common foot problems & treatment, vascular problems, wound care, instruments/sterilization, & nurse independent practice. See [wspma.org](http://wspma.org) for registration form, FAQs, and course outline..  
 Instruction manual, breakfast & lunch included!

Susan Scanlan, DPM, Executive Director  
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 PO Box 22368  
 Seattle, WA 98122  
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# 50s

## Continued Advances in Economic Security, Legislation and Standard-setting

The 1950's witnessed WSNA's continued activities in the areas of economic security, legislation, and standard-setting. In addition, the Association moved into the area of "health manpower planning," becoming one of six professional associations to be charter members of the Washington State Health Council. A long-range study on nursing resources and needs in Washington was completed, with assistance from U.S. Public Health Service and the Washington State League of Nursing Education. And, nurses were back again in the legislature, seeking amendments to the Nurse Practice Act as well as a collective bargaining bill which would provide nurses in non-profit hospitals the right to negotiate with their employers.

**1950** The Washington Nursing Study (a nursing supply and demand study) is completed by USPHS examining the nursing resources and needs in Washington State. Specific problems identified are: distribution of RNs to rural areas, needs for improvements in nursing homes and homes for the aged, and need for better analysis of nursing practice roles and functions to better utilize nursing skills.

**1951** At the request of Practical Nurses Association of Washington State, a Joint Committee of WSNA and the Washington State League of Nursing Education prepares an outline for extension courses for practical nurses.

**1953** Lillian B. Patterson (former UW School of Nursing Dean and supervisor at Pierce County Health Department) is appointed by President Truman as special Nurse Advisor to World Health Organization.

**1951-1954** A special committee on Nursing Service begins research on the Washington Study of Nursing Functions.

Following extensive lobbying and support by ANA and the state nurses associations, landmark legislation establishing new Professional Nursing Traineeship grants are provided under two titles in Public Law 911, "Health Amendments Act of 1956."

The law provided for graduate training of professional public health personnel under Title I; and advanced training of professional nurses to serve in administrative or supervisory capacities under Title II. These were the first federally-funded Nurse Traineeships.

**1954** The WSNA Board of Directors approves the "Economic Target for General Duty Nurses." Contents of this document are discussed in negotiations on a statewide agreement with the Committee on Personnel Policies of the Washington State Hospital Association.

**1955** An amendment to the Nurse Practice Act provides Registered Nurses with the authority to "pierce the tissues to administer prescribed drugs, injections, inoculations, tests or other treatments."

**1957** Reluctance or refusal of employers to meet to negotiate and sign labor relations agreements with the nurses bargaining representatives precipitates the WSNA Board of Directors to direct the Committee on Legislation to draft a bill insuring labor relation rights of employees in health care. This bill was introduced in the Legislature and although not enacted, a House Resolution is adopted directing the State to "study the problem of the adjustment of labor relations in hospitals, nursing homes and other health care activities" and to report their findings to the 1959 Legislature.

The labor legislation proposed by WSNA in 1957 results in agreement by WSHA and WSNA on "Four Principles of Labor Relations" which establishes basic ground rules for Labor Relations discussions between the hospital management and WSNA in its efforts to represent nurses in hospitals.

**1959** WSNA Board approves an Operating Manual for the Economic Security Program to serve as a policy guide for WSNA staff in carrying out the program. A written agreement on employment conditions is signed for the first time between the Washington State Nursing Home Association and the WSNA.

**1959** Sacred Heart Hospital in Spokane becomes the twenty-third hospital to sign a contract with WSNA. The contract covers 265 nurses.

# 60s

## Unprecedented Growth, Achievement, and Unrest

The 1960's and the 1970's were a period of unprecedented growth for the Association, both in membership and legislative activities. Civil rights, human rights and women's rights were prominent issues in our society, as was the race for space and the controversial Vietnam War. Civil unrest and protest were signs of the times. Similarly, future changes to the National Labor Relations Act in 1974 would provide new opportunities for nurses to determine their destiny in the workplace, as well as new challenges for WSNA as a multi-purpose professional organization. Debate and conflict over the appropriate role of collective bargaining in the professional association led to new structural arrangements that met labor law requirements, while allowing WSNA to continue to provide services to all Registered Nurses regardless of their job title or work setting. WSNA became both **the** professional association and **the** labor union for Registered Nurses in Washington State. These controversies resulted in the formation of a committee to look at the multi-purpose nature of the Association. The committee produced the document "WSNA - What It Is and What It Does," which speaks to the multipurpose nature and philosophy of the professional association.

At the same time, the advent of associate degree nursing programs at community colleges, and masters degree and certificate programs for nurse practitioners, heralded major changes in nursing education, debate over entry level education, and new, more independent roles for nurses with advanced education. Nurses also began to recognize their potential power through collective action, both in the collective bargaining arena and in legislative and political action.

Development of Medicare and Medicaid programs, and a clarion call for "access to health care for all," provided new opportunities for nurses to speak out on behalf of their patients. ANA and WSNA supported new financing programs and championed the concept of access to health care for all. The nursing profession was referred to as the "sleeping giant" in health care, and by sheer numbers alone - nearly 2 million nationally at the time - nursing was becoming a powerful force with which to be reckoned.

1960

WSNA membership is 3,528.

1960

World Premiere of internationally-acclaimed nursing education film, "Mrs. Reynolds Needs a Nurse," written by WSNA member Dolores "Deo" Little, is held in October in Seattle.



Founding Members of the Mary Mahoney Registered Nurses Club (1949)



Miss Eleanor Dudley, at Harborview-King County Hospital, treats polio patient Mrs. Iris Roberts (1950)



United States postage stamp commemorating nursing (1961)

- 1960** WSNA recommits to helping remove barriers of discrimination wherever they apply to professional nurses.
- 1961** WSNA Bylaws amended to conform with the (Landrum-Griffin) Labor Management Disclosure Act and ANA Bylaws.  
WSNA House of Delegates approves draft revision of Mandatory Nurse Practice Acts for RNs and LPNs to be introduced at 1961 Washington State Legislative Session.  
Certification of School Nurses is approved by State Board of Education to be effective July 1, 1961. The approval is the culmination of 8 years work on the part of WSNA members toward certification of school nurses employed by school districts.
- 1961** After 50 years of lobbying by WSNA, Washington State becomes the 23rd state to achieve Mandatory Licensure for Registered Nurses!  
Two-year community college programs provided for in the Health Amendments Acts of 1956 & 1960 allows development of new associate degree nursing programs.
- 1964** University of Washington opens first nursing Doctoral Program, a "Nurse Scientist" graduate education program leading to the PhD.
- 1964** Nurse Practice Act is amended to allow LPN to give medications "under the direction of a physician or Registered Nurse."
- 1965** Mary Lux becomes the first RN and WSNA Member elected to the Washington State Legislature, one of only 10 women in the Legislature at the time.
- 1965** The American Nurses Association publishes its first Position Paper on nursing education advocating for the baccalaureate degree in nursing as the entry level into professional practice. WSNA plans workshops throughout the state to encourage discussion and answer questions. Most practicing nurses at the time were graduates of Hospital Diploma Programs.  
Nurse Practitioner programs and "Refresher" courses developed to attract nurses back into practice and to relieve the nursing shortage.
- 1967** More than 1200 of the 1700 RNs in 22 Seattle-area hospitals sign conditional mass resignations in protest of the Hospital Council's proposed labor contract (ANA had a no-strike policy at that time).... nurses were paid \$400/mo and lagged behind teachers and secretaries in pay and benefits. Major improvements in salaries and working conditions are achieved as WSNA wins a new contract. Resignations are rescinded and all return to work. Later in the year, ANA rescinds "no strike" policy.
- 1968** WSNA supports development of a new Baccalaureate Nursing Program in eastern Washington.

- 1969** WSNA establishes a special committee to study "the Future of Nursing Education in Washington State."
- 1969** WSNA once again introduces legislation proposing Labor Relations rights for employees of non-profit health care facilities, including binding arbitration to prevent strikes. This bill is not enacted.
- 1969** WSNA Membership grows to 6,311.



Shirley Williams Ticeson Gilford, the first African American school nurse in Seattle (1962)



Beverly Smith, WSNA Executive Director (1968)



Scene from the making of "Mrs Reynolds Needs a Nurse" (1964)

# 70s

## Legislative Activity with Focus on Passing Laws Advancing Nursing Practice and Providing for the Economic Welfare of Nurses

The 70's were a time of great achievement: changes in the Nurse Practice Act allowing nurses to diagnose and prescribe treatments and medication; major improvements in salaries and working conditions; the establishment of PUNCH, the political action committee of the association (now called the WSNA-PAC) - all were among the significant events of the times.

- 1970** WSNA adopts the first WSNA Legislative Platform.
- 1971** Nurses in the Seattle area come within 3- hours of a Seattle area-wide strike.
- 1972** After many years of lobbying, WSNA achieves successful passage of a labor relations bill that provides for binding arbitration if negotiations reach an impasse and a strike is inevitable. This law is later superceded by the changes to the National Labor Relations Act in 1974.
- 1972** WSNA establishes a state political action committee, PUNCH (Politically United Nurses for Consumer Health) later re-named WSNA-PAC. The WSNA-PAC was one of the first nursing political action committees in the country and was used as a model by ANA when it established their PAC, N-CAP (now the ANA-PAC), at the national level.
- 1973** WSNA successfully lobbies for passage of amendments to the Nurse Practice Act that includes a new definition of nursing and provides for the expanding role of the nurses in advanced practice roles. Washington becomes the first state to recognize the advance practice nurse as an "independent" provider.
- 1973** WSNA successfully pursues amendments to the state's Disability Insurance Act that requires health

plans issued by commercial insurance companies in the state of Washington to pay for covered services provided by Registered Nurses.

- 1974** "Deo" Little elected ANA First Vice-President.
- 1974** Landmark changes made to the National Labor Relations (Taft-Hartley) Act providing nurses and hospital employees with the rights to organize and collectively bargain for wages, hours and working conditions.
- 1974** The Washington State Board of Nursing unanimously approves the Specialized Registered Nurse/Advanced Registered Nurse Rules and Regulations. Washington State now has the most progressive nurse practice act in the country!
- 1974** Governor appoints six Registered Nurses and one public member to the newly expanded and restructured State Board of Nursing.  
  
Continuing education for nurses becomes high priority issue and the WSNA House of Delegates adopts a resolution to implement a Continuing Education Recognition Program (CERP) by the Spring of 1975.
- 1974** ANA supports amendments to the National Labor Relations Act extending collective bargaining rights to RNs employed in health care facilities.
- 1975** WSNA-initiated HB 536 (the Health Insurance Contractors bill) passes, requiring health care contractors, including Blue Shield, Blue Cross, to pay for services of Registered Nurses and certain other licensed health professionals. A similar bill had been passed in 1973, but vetoed by the Governor.
- 1975** The Joint Practice Commission, consisting of the executive committees of the WSNA and the Washington State Medical Association, begin to meet monthly to discuss prescribing of medications, quality assurance, peer review and to explore areas of potential collaboration.
- 1975** Six state nursing specialty organizations and WSNA meet for the first time as the Federation of Specialty Nursing Organizations.
- 1976** First WSNA strike at 15 of 18 Seattle area hospitals, involving more than 1,500 nurses and lasting 2 months.
- 1976** National Certification programs for nursing specialties begin. Sondya Rose of Port Angeles, becomes the first nurse in the State of Washington certified by the American Nurses Association for her excellence in geriatric nursing practice.  
  
ANA certification of Adult-Family Nurse Practitioners is especially timely in view of federal legislation which amends Title 18 of the Social Security Act to allow use of Medicare funds to pay for rural health clinic services provided by nurse practitioners, nurse



"We survived the raids!" - WSNA nurses celebrate at ANA convention



1,500 Seattle-area nurses participate in the strike of 1976

clinicians, or other trained practitioners who were certified as Adult-Family Nurse Practitioners by the ANA.

The Washington Board of Nursing adopts regulations on "CRN" Prescriptive Authority.

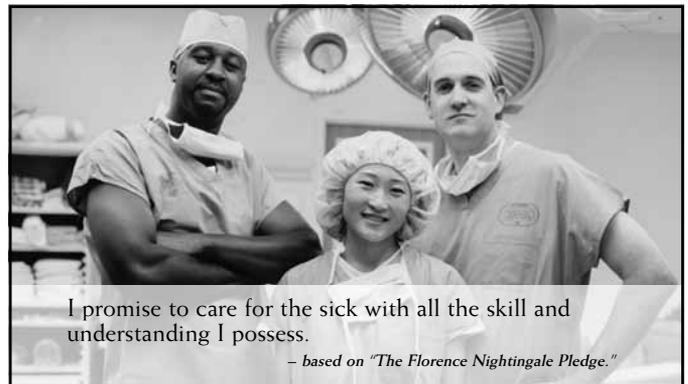
**1978** WSNA holds 7 Regional Forums on "Entry Into Practice" in 1978 and an additional 42 forums across the state in 1979.

WSNA receives national ANA Human Rights Award in recognition of achievements in the area of affirmative action in nursing.

**1977** WSNA achieves passage of Senate Bill 2090, Prescriptive Authority, providing for advanced practice nurses (CRNs) authorized by the State Board of Nursing to prescribe legend drugs. The bill was signed into law by Governor Dixie Lee Ray.

**1979** WSNA adopts a position on the future system of nursing education which delineates preparation of two distinct levels of practice, a professional and an associate level.

**1979** The Washington State Legislature approves the Continuing Education for Relicensure Bill, HB 450, with an overwhelming yes vote. The Governor signs the bill effective April 1979, and "shall be terminated on January 1, 1986 unless extended for additional fixed time." The law requires nurses to meet certain CE requirements for relicensure. (The bill was allowed to die in 1986.)



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# 80s

## Labor Unrest, Deception, and Union Raids

The highlights of the 1980s include: membership reaching 8,400; adoption of WSNA Bill of Rights; lobbying with others for comparable worth legislation; and another WSNA nurse member elected to the state legislature. WSNA also achieves recognition at the national level as a leader among state nurses associations and provides leadership for restructuring ANA as a modified Federation. Several WSNA leaders were elected to national office including Eunice Cole as ANA President. The overshadowing cloud, however, was the initial labor union raid of WSNA bargaining units, begun in 1983 by SEIU/1199-NW, and which continued throughout the decade. In 1989, an internal raid began, executed by dissident staff, who stole the membership rosters and joined UFCW in raiding WSNA. At the end of the decade, these union raids had escalated to full scale war, and WSNA sought help from its sister states and ANA in order to survive. These raids cost the association more than a million and a half dollars and half of its membership. It is a credit to the perseverance and courage of the men and women who stayed with the association through this crisis and helped restore and rebuild it from within. It is also amazing that the work of the association could go on throughout this time. Major advances occurred in spite of the crisis.

- 1980** WSNA negotiates 35 contracts. The E&GW Program grows to 85 local units and more than 10,000 RNs represented for collective bargaining.
- 1981** WSNA adopts the "RN Bill of Rights."
- 1981** First year of PUNCH (WSNA-PAC) candidate endorsements.
- 1981** WSNA secures passage of a bill that mandates the Health Care Contractors (Blue Shield/Blue Cross) reimburse nurses for their services if the Health Care Contractors would have paid a physician for the service.
- 1982** The Washington State Nurses Foundation (WSNF) is established. It's primary purpose is to provide educational support through nursing scholarships and mentorship.
- 1982** Eunice Cole elected ANA president; Louise Shores

elected ANA Treasurer.

- 1983** WSNA and WSMA jointly support successful legislation mandating the use of seat belts in automobiles.  
WSNA is instrumental in gaining recognition from the Department of Labor and Industries so that services provided by RN surgical first assists are reimbursable.
- 1983-1987** WSNA is a founding member of the Committee for Affordable Health Care whose work led to the introduction and successful passage of the Washington Basic Health Plan.
- 1983** WSNA experiences its first "union raid" by 1199-NW at Group Health. This is followed by additional raids in Yakima, Harborview and several others.
- 1985** WSNA gains passage of Nurse-Patient Privilege Communications Bill after being reintroduced every year for seven years.
- 1985** Federal legislation establishing Diagnostic Related Groupings (DRGs) dramatically changes payments to hospitals.
- 1985** The State Board of Nursing adopts regulations requiring a Masters Degree for recognition as a CRN beginning in 1990. Current CRNs are grandfathered in and the CRN title is changed to Advanced Registered Nurse Practitioner (ARNP).  
WSNA participates in a joint task force with the Washington State Board of Nursing on the chemically dependent nurse and develops a plan for 1988 legislation supporting a program to assist chemically dependent nurses and health care workers.
- 1985** Judy Huntington elected ANA 2nd vice-president.
- 1988** WSNA successfully lobbies for passage of the Nurse Forgivable Loan Program and for passage of the Nursing Assistant Law, introduced by WSNA, to ensure that nursing controls nursing practice and that the RCTs (Registered Care Technicians) as proposed by the American Medical Association, could not be established in Washington State.
- 1988** Two nurses run for election to the Washington State Legislature; WSNA member Margarita Prentice is elected to the House.
- 1989** WSNA along with other nursing organizations, develops a Master Plan for Nursing in Washington State.
- 1989** WSNA and ARNPs begin a decade of lobbying to complete Prescriptive authority for ARNPs by adding schedule II-IV authority.
- 1989** Dissident staff join UFCW and 1199-NW in raiding WSNA. WSNA loses nearly half its bargaining units and membership before the raids subside.

# 90s

## Decade of Stabilization and Rebuilding

The determination to keep WSNA alive and viable was evident among the leadership and members of WSNA. Following the raids, membership in WSNA dropped below 5,000. The 1990's were about recovery, rebuilding, and healing wounds. Other trade unions attempted additional raids, but were not successful. WSNA began the long, arduous process of rebuilding. This was an era of "restructuring, down-sizing, right-sizing and re-engineering" in the health care industry. Cost-containment was the name of the game. Layoffs occurred and support positions were eliminated, even as the complexity and acuity of patients grew. This led to many nurses leaving the profession and sowed the seeds for the next nursing shortage. Yet nurses also were in increasing demand in the policy arena. WSNA members were invited to sit on many state boards and commissions, including the Commission on Nursing Shortage, Long Term Care Commission, Perinatal Steering Committee, Developmental Disabilities Council, Statewide Steering Committee on Adolescent Pregnancy/Pregnancy Prevention/Parenting, State Board of Health, Nursing Assistant Advisory Committee, Oversight Committee for Nursing Forgivable Loan Program, and the Board of Registered Nursing.

- 1990** Washington State Nurses Foundation is reactivated.
- 1990** Nurse Legislative Day in Olympia attracts 450 Registered Nurses and nursing students.
- 1990** WSNA wins reimbursement dispute between King County Medical Blue Shield (KCMBS) and two WSNA members who are Advanced Registered Nurse Practitioners. KCMBS agrees to reimburse the two ARNPs for their services and to reimburse all "independently practicing nurses" (ARNPs) in the future.
- 1991** First Nursing Administration/Education Summit is held under co-sponsorship WSNA, WONE (Washington Organization of Nurse Executives), and CNEWS (Council of Nurse Educators of Washington State).

- 1991** Rosa Franklin, WSNA Member, elected to WA State Legislature.
- 1991** The WSNA Health Care Access Task Force issues 8 position papers on health care reform issues and in 1993, WSNA reaffirms its position supporting comprehensive Health Care Reform.
- 1991** ANA and WSNA testify and Supreme Court rules to endorse the appropriateness of all-RN bargaining units.
- 1992** WSNA publishes Guidelines for RNS in Giving, Accepting or Rejecting an Assignment.
- 1993** WSNA, in conjunction with the Washington Association of Nurse Anesthetists and organized medicine, passes legislation authorizing nurse anesthetist practice in its current scope.  
WSNA publishes *Third Party Reimbursement for RNs in Washington State*, the first booklet in the nation to explain federal and state payment systems for RNs.
- 1993** WSNA condemns discrimination against gay and lesbian members of the military.
- 1993** Public Health Nursing celebrates its 100th anniversary.
- 1994** WSNA supports recognition of violence as a public health problem and the importance of reducing violent behaviors through education and treatment and supports legislation that would make an assault on a health care provider a Class C Felony.
- 1994** WSNA responds to a request by the Alaska Nurses Association to assist with organizing and establishing economic and general welfare programs. The result is one of the first Shared Services Agreements in the country.
- 1995** ANA/WSNA launches "Every Patient Deserves a Nurse" media campaign.
- 1996** WSNA secures passage of whistle blower legislation to protect nurses.
- 1997** WSNA achieves passage of legislation that limits the use of the professional title "nurse" to RN or LPN.
- 1999** Implementation of Nurse Delegation in Washington State Community Based Residential Care Settings.
- 1999** WSNA lobbies successfully for specific funding in the state budget to improve nurses' salaries in long term care.

# 2000s

## Return to Financial Stability, Growth, and Vibrant Programs

The beginning of the new millennium also ushered in a new beginning for WSNA with a return to financial stability, steady growth in membership, and vibrant, enhanced programs focusing on access to quality care, patient and nurse safety, improved working conditions, environmental health and safety, emergency preparedness, public health, nursing practice and continuing education. With sustained membership growth, WSNA is now the third largest state nurses association in the nation. The first eight years of this decade have seen extraordinary successes in legislative and political action with a national record of 8 Registered Nurse legislators in key leadership positions in Olympia and legislative victories, including mandatory overtime, safe patient handling, nurse staffing and completion of full prescriptive authority for ARNPs. These victories are excellent and clear examples of the comprehensive approach taken by WSNA as a multi-purpose organization - through legislation, regulation, nursing practice and collective bargaining. WSNA's intense focus on nursing practice means the protection of the scope and standards of nursing practice and nurse licensure while assuring public safety. As another wave of nursing shortage begins to take shape, WSNA is the leader in meeting this challenge through the creation and funding of the Washington Center for Nursing along with developing strategies to address the issues surrounding nursing recruitment and retention. The nursing shortage along with the increasing complex health care needs of the population translates to an extremely challenging workplace environment for nurses and concerns for safe patient care. WSNA's experience and expertise in collective bargaining has greatly enhanced nurse and patient safety through workplace protections, increased benefits, and more input into patient care decisions.

- 2000** WSNA is successful in limiting scope of Nurse Delegation to community based settings, i.e. boarding homes, adult family homes, and developmentally disabled settings and not in hospitals and long-term care facilities.
- 2000** WSNA becomes a founding member of the United American Nurses, creating the largest national union of Registered Nurses; affiliated with both the ANA and AFL-CIO.
- 2000** The Needlestick Safety and Prevention Act is passed by the Legislature.
- 2001** WSNA forms ARNP Coalition and successfully lobbies for the completion of prescriptive authority allowing ARNPs to prescribe Schedules II-IV medications providing the ARNP has a joint practice agreement. This limitation was removed legislatively two years later.
- 2001** WSNA wins organizing election at Southwest Washington Medical Center and begins negotiating their first contract.
- 2001** WSNA issues Position Papers on Nursing Shortage and Workforce Issues and on Continuing Competency.
- 2001** Erosion of public health nursing and medical errors / systems safety are added to association priorities.
- 2001** Jan Bussert elected to ANA Board of Directors and later becomes ANA Treasurer.
- 2002** WSNA launches a statewide media campaign on Nursing Recruitment and Retention.
- 2002** WNLN issues "Washington State Strategic Plan for Nursing" and urges creation of a Center for Nursing in Washington State.
- 2002** WSNA wins decertification attempt by Teamsters Local 245 at Kittitas Hospital in Ellensburg.
- 2002** WSNA member, Dawn Morrell, is elected to the Washington State Legislature and is appointed Vice-Chair of the House Health Care Committee.
- 2002** WSNA wins landmark legislation protecting nurses from mandatory overtime.
- 2003** WSNA and the ARNP coalition tackle the Medical Malpractice Liability Insurance Reform issue.
- 2003** WSNA Board endorses the "Precautionary Principle" and establishes the WSNA Occupational and Environmental Health and Safety Committee to address workplace and environmental safety issues.
- 2003** WSNA reaches over a million people with "Nursing - A Career for Life" PR campaign.
- 2003** WSNA initiates new Public Health Nursing Special Interest Group.

- 2004** WSNA and other groups collaborate to establish Washington Center for Nursing to address growing nursing shortage. WSNA secures two seats of the WCN Board.
- 2004** WSNA makes the final payment on the 1989 ANA critical assistance loan!
- 2004** With support from WSNA-PAC, eight Registered Nurses (Sen. Rosa Franklin, Sen. Margarita Prentice, Sen. Rosemary McAuliffe, Sen. Cheryl Pflug, Rep. Eileen Cody, Rep. Dawn Morrell, Rep. Judy Clibborn, and Rep. Tami Green) now serve in the Washington State Legislature – the most of any state in the country.
- 2005** WSNA is successful in passing bills to enlarge the Nursing Commission and provide funding for the Central Resource Center for Nursing.
- 2005** WSNA issues a Position Paper on Medical Errors and Patient Safety and joins Institute for Healthcare Improvement's "100 K Lives" Campaign.
- 2006** The Safe Patient Handling bill became law, providing for no manual lifting of patients.
- 2006** ANA, WSNA and NYSNA jointly file a lawsuit against the U.S. Department of Health & Human Services for failure to enforce nurse staffing requirements in hospitals.
- 2007** WSNA, in collaboration with other advanced practice nursing groups, achieves final completion of prescriptive authority legislation, making Washington State's practice act, the most advanced in the country.
- 2007** WSNA in collaboration with other Coalitions is successful in securing additional funding for public health, mental health parity and increased funding for nursing enrollment slots.
- 2007** WSNA and other environmental groups are successful in securing passage of a first in the nation bill banning Toxic Flame Retardants.
- 2007** WSNA ends its affiliation with the United American Nurses (UAN).
- 2007** WSNA issues a Position Paper on Registered Nurse Delegation in Community Based Settings.
- 2007** WSNA issues a White Paper on Nursing Education in Washington State.
- 2007** WSNA holds nine regional workshops on Safe Nurse Staffing.
- 2007** WSNA supports development of the Nursing Students of Washington State (NSWS) organized as a constituent of the National Student Nurses Association (NSNA), the first state student nurses organization since 1998.

- 2008** WSNA continues to monitor the activities of the Nursing Care Quality Assurance Commission and provides advice from the profession on such issues as continued competency, multi-state licensure, advanced practice issues, scope and standards of practice and protection of the public.
- 2008** Nearly 700 nurses and students attend Nurse Legislative Day.
- 2008** WSNA, in collaboration with the WSHA, NWOONE and other nurse unions, lobbies successfully for passage of the Safe RN Staffing bill.

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The logo for the WSNA Convention '09 features the acronym "WSNA" in blue, followed by a stylized graphic of a blue and orange wave. Below this, the word "Convention" is written in a large, black, sans-serif font, and "'09" is written in a smaller, orange, sans-serif font.

Coming April 29 - May 1, 2009

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The logo for the 2009 Nurse Legislative Day features the year "2009" in a large, black, outlined font. Each digit contains a colored star: the first zero has two red stars, the second zero has two orange stars, and the nine has one blue star. Below the year, the words "NURSE LEGISLATIVE DAY" are stacked in a bold, black, sans-serif font.

February 9, 2009

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# 2008 WSNA Hall of Fame



## May S. Loomis, RN

One of the original signers of the WSNA Articles of Incorporation and the first President of WSNA. She was instrumental in securing the first Nurse Practice Act in 1909. Her nursing career spanned thirty-five years. She was the first President of the Northwest Section of the American Nurses Association. The May Loomis scholarship fund was established in her honor following her untimely death in 1934. The WSNF has continued support for this scholarship fund that still bears her name.



## Etta B. Cummings, RN

The first graduate nurse in America to take up private duty nursing. She came to WA State in 1889 and was a charter member of the Pierce County Nurses Association in 1905. She was one of the twelve nurses who organized the Washington State Graduate Nurses Association, (later renamed WSNA in 1940). In 1908, she was elected as the first treasurer of WSNA and was reelected to that position until 1921 when she retired due to failing health. In 1922, when she died, her final legacy to nurses was that she left her home to be used as the nucleus to establish a fund for "sick and worn-out nurses in the State of Washington." The WSNF continues to raise funds for the Etta B. Cummings fund to assist nurses in need.



## Evelyn Hall, RN

Known and honored for her work as a hospital superintendent, nursing educator and advisor. She was the first President of the Washington State League for Nursing and served on the WSNA Board of Directors for 18 years. She was one of the key leaders in securing the passage of the 1933 Nurse Practice Act which provided a supervisor of Schools of Nursing to assure the quality of nursing education in Washington State.



## Sister John Gabriel, RN

A leader in nursing administration and nursing education. In 1927 she was appointed as the Supervisor of the Schools of Nursing of the Sisters of Providence in the Northwest. She actively campaigned for improved standards and up-grading of nursing schools. She also wrote several books on nursing education, including "Principles of Teaching in Schools of Nursing" (1928) and "Practical Methods of Study" (1930). From 1931-1935, she was a member of the Board of Directors of the American Journal of Nursing and served as the Chair of the ANA Ethical Standards Committee as well as serving on the WSNA Board of Directors for five years.



## Elizabeth Sterling Soule, RN

Her career has been called "a legend for nurses" - a legend of fifty years of service to nurses and the public. She served as the first county TB nurse in Walla Walla and as a result of her work, was appointed to the position of State Superintendent of County Public Health Nurses. In 1921, she became the head of the Department of Nursing at the University of Washington where she provided the leadership and changes that resulted in the program becoming a four-year baccalaureate degree in nursing. In 1940 she was the first woman to receive the University's highest honor -- Alumnus Summa Laude Dignatus. In 1945 she became the Dean of the UW School

of Nursing and continued in that role for thirty years. She served in many leadership roles at WSNA and served on the ANA Board from 1932 through 1944.

## Anna R. Moore, RN



An outstanding leader in Public Health and her professional organization. After experience in private duty, county health and as an Army nurse, she was appointed as the State Advisory Public Health Nurse. When the Department of Health Division of Public Health Nursing was created in 1937 she became its Chief Nurse and served in that role until her retirement in 1952. She was President of WSNA in 1935 and 1936 and served on the Board for 18 years. She was instrumental in the legislative issues of WSNA and served as Chair of the Legislative Committee. In 1950, the Library at WSNA was named the Anna R. Moore Library.

## Lillian B. Patterson, RN



The driving force behind many of the major progressive initiatives at WSNA from the early 1940s until her untimely death in 1954. She was a leader in both the Counseling and Placement Service and the WSNA Economic Security Program. She was Dean of the University of Washington School of Nursing and served as President of WSNA from 1948-1950. She was elected to two terms as ANA First Vice President and as a delegate to the International Council of Nursing. She was also appointed by President Truman as Special Advisor to the World Health Organization.

## Anne Foy Baker, RN



The founder of Mary Mahoney Registered Nurses Club (now Mary Mahoney Professional Nurses Organization). In 1879 Mary Eliza Mahoney graduated from the New England Hospital for Women and Children in Boston, MA as the first colored graduate nurse in the United States. In 1949, Anne and a schoolmate, Celestine Thomas, found the names and telephone numbers of eleven other Negro Registered Nurses who lived and worked in Seattle. They called and invited each nurse to attend a meeting at Anne's home. In a single afternoon, 13 nurses met one another and agreed to form the Mary Mahoney Registered Nurses Club. The main purpose for establishing this organization was to promote the personal and professional development of members. Anne remained an active and influential leader of this organization throughout her lifetime, even though she lived for many years in Greensboro, NC. She referred to her practice of nursing as a calling similar to the way men in her time referred to being called to the ministry. Anne shifted the focus of her nursing practice to reflect her physical and mental abilities. When she became bedridden in 1998 she established a telephone ministry, where she provided prayer and spiritual healing to anyone who called her for these services. Throughout her lifetime, Anne demonstrated a commitment to professional nursing and to our professional nurses' organization where she exhibited vision, leadership and creativity. Her life and career reflected the highest standards of professionalism in nursing.

# In Their Own Words: What Nurses Said About the Centennial Celebration

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“I wanted to let you know how lovely I thought the WSNA event was last night. It was touching, inspirational, and a wonderful honor to nursing. I know this must have involved incredible planning. You and your team did an outstanding job of striking the right balance which honored the past while looking forward to the future. The comments and words of all of the speakers were just right. Thank you for the work of the professional organization. I am happy to be a part of it.”

**Barbara Trehearne, RN, PhD Executive Director, Nursing Group Health**

“What a wonderfully done event! So classy. I hope all of you are proud of the work that you did. I bought a print and suggested that if it’s possible, you have them made into note cards; what a great gift they’d be, at least for 2008. If each member bought one package at \$10, and then some others for gifts... wow. After I have the print framed, I’ll hang it in the office as a gift to WCN.”

**Linda Tieman, RN, MN, FACHE, Executive Director, WA Center for Nursing**

“I just wanted to let you know how nice the event was last evening. Special thanks to the volunteers and staff who went out of their way to plan such an elegant evening to celebrate WSNA’s 100th anniversary. Everything was perfect!”

**Sue Vermeulen, Executive Director, King County Nurses Association**

“I really enjoyed our 100th celebration last night.. a good time was had by all.. Please convey this message to all. THANKS!!”

**Muriel Softli, BSN, RN**

“The Centennial Celebration was a classy & fun event!”

**Maureen Niland, MS, RN**

“I want to convey my congratulations to you all as WSNA celebrates your Centennial! I regret that I am unable to be there with you today but, know that I am with you in spirit. I hope your day is wonderful.”

**Bruce Humphreys, BSN, RN, President, Oregon Nurses Association**

“Thanks for inviting us! I was impressed with the gala presentations and the well orchestrated execution of events. I am certain the event took a lot of thoughtful planning. We always strive to highlight our success to our members, to self-promote. Your Centennial event not only did this well, but also highlighted who your organization is to key health care stake holders throughout Washington. I think it served you well both internally and externally. Again congratulations! I was glad that I came.”

**Paul Goldberg, RN, Assistant Executive Director of Labor Relations, Oregon Nurses Association**

“We were so delighted to have been able to join our dearest friends in their finest hour. What a wonderful celebration of who you are and what you stand for. What we all stand for as nurses - guardians of our citizens and the nation’s healthcare. Funny thing is it never occurred to any of us to *not* come out to your gala. I love that sense of loyalty, born out of years of working together and relying on our collective wisdom to endure and to conquer the many struggles we have faced together. I look forward to a long and lasting friendship with the women and men of WSNA, my home away from home. My love to you all.”

**Barbara Crane, RN, CCRN, President of the NYSNA Labor Congress and Member of the ANA Board of Directors**

“Wow! The [Centennial] was just wonderful in every way. So many friends to see, and the energy was so positive during the whole afternoon and evening. I took my corsage and actually wore it on my wrist, as I just couldn’t leave a special part of the evening behind. As I was getting my bag ready to exit the plane in Oakland a younger woman asked me about the corsage. “Must have been a special occasion.” I talked about the 100th celebration for nurses in Washington, and the conversation turned to the reason for her trip to California. She told me she was on her way to visit her father who is in a hospice facility, of course very ill. She wanted me to know how wonderful the nurses have been to her father and to her mom. “I have gained a new appreciation for the nurses we have met through this process.” I left her, and as she met up with her sister, my heart filled with pride for our profession. And by the way, thanks for the corsage and the special recognition given during the evening. Again, to you and all of the staff and board CONGRATULATIONS AND THANKS!!!!”

**Eunice Cole, BSN, RN, WSNA President (1972-1974) and ANA President (1982-1986)**

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“I want to thank everyone at WSNA for providing us such an awesome opportunity to celebrate the 100th Anniversary of WSNA. Without all of your creative work, we would not have had such a marvelous event!! Thank you - it will be a highlight memory for all of the people in attendance last Tuesday!!! Thanks!”

**Barbara Innes, EdD, RN, WSNA Hall of Fame**

“I just wanted to tell you gals and guys that it was a wonderful 100th celebration! Very moving and touching! I was thoroughly impressed! Please forward this to the other staff involved in organizing this celebration!”

**Keith Koga, BSN, RN**

“I just wanted to tell you how much I enjoyed the Centennial Event. I have been a member of WSNA since graduating from the UW SON in 1972 - almost 36 years! This event was by far the best event that WSNA has ever hosted, and there have been many great events. But this event was special - it was so classy and so reaffirming about nursing and the leadership role of WSNA over the years. The venue was perfect, the showings of Mrs. Reynolds Need a Nurse and the exhibits were excellent, and the program and speakers were outstanding, and overall it was a fantastic event! Thanks to the WSNA staff for helping all of us nurses celebrate WSNA's 100th anniversary in style!”

**Joan Caley, RN, MS, CNS, CNAA, BC**

“I have been remiss in sending you an email to tell you what an elegant WSNA centennial celebration that was held on May 6th at the Westin Hotel. I thoroughly enjoyed myself visiting with old friends and others. The exhibits by the KCNA and Kent Historical Museum were outstanding. The videos were very interesting and fun to watch. Please thank all your staff for the wonderful presentation that occurred at this celebration. Everyone I talked with thought the celebration was outstanding!”

**Joan Garner, MSN, RN, former WSNA Director of Practice and Education**

“Obviously, the [Centennial] turned out to be a very special day. The evening was GREAT; it was so well planned. It was so wise to break up some of the program, especially so that those who were at the podium early could leave earlier if they so desired. I was very moved by the Hall of Fame Induction, and thought that was a marvelous idea. I was especially pleased and moved that you honored Barbara Bergeron; she has been such a mainstay to all of those who were secretaries of the board over the years. All of the presentations were excellent and memorable. It was just a very lovely evening that most of us are unlikely to ever forget!! I also want to thank you for the lovely white rose and bud vase. I hadn't realized until I got home that the vase actually had WSNA Centennial engraved on it. What a treasure!”

**Mary Bartholet, MSN, RN**

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# Nursing Legislative Wrap-Up Highlights of WSNA Priorities in 2008

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## **Safe RN Staffing (HB 3123/SB 6734)**

Research confirms that increased RN staffing leads to better patient outcomes. Registered nurses providing direct patient care know best the needs of their patients and must have a voice in staffing decisions. This legislation requires each hospital to establish a nurse staffing committee composed of at least half direct care nurses. This committee will develop, oversee and evaluate a staffing plan for nursing services that is based on the patient care needs and the appropriate skill mix of registered nurses and other nursing personnel. If this plan is not adopted by the hospital, the CEO must provide a written explanation of the reasons why to the committee. Status: Passed Legislature, signed into law by the Governor.

## **Mandatory Overtime (HB 2824 & HB 1306)**

Long hours take a toll on mental alertness and requiring nurses to work overtime. Long hours without breaks when they are already exhausted can result in serious medical mistakes, medication errors, transcription errors and errors in judgment. Strictly limiting the use of mandatory overtime and ensuring real meal/rest breaks are important steps toward improving patient safety and nurse retention. Status: Died in House Appropriations.

## **Repeal of 72 Hours Dispensing for ARNPs (HB 2497 & SB 6267)**

Patients' access to medications is affected when nurse practitioners cannot dispense more than 72 hours of Schedule II-IV medications that are essential to improving health outcomes. This is particularly an issue for uninsured or underinsured patients who have no resources to purchase medications and people in rural areas who have limited access. WSNA supports legislation to repeal the 72 hour limit on dispensing of schedule II-IV controlled medications by advanced registered nurse practitioners. Status: Passed Legislature, signed into law by the Governor.

## **Public Health Nursing & Public Health Funding**

Public health nurses and public health is the center of a quality health care system and is the most cost effective system for disease prevention and health improvement. Public health and public health nurses are also our first line of defense in responding to bioterrorism and in disaster preparedness. WSNA supports additional funding for the public health

system including funding for public health nurses and nursing services. Status: Backfill of \$326,000 due to Federal funding cuts.

## **School Nurse Ratios (HB 2886 & SB 6662) & Eliminating Requirements for Scoliosis Screening in Schools (SB 6135 & HB 2516)**

In order to ensure that each student has appropriate preventive, health promotion, early identification and intervention services, WSNA supports legislation to increase the ratio of school nurses to students and the elimination of scoliosis screening in schools. Status: Both bills died in Committee.

## **Health Care Access**

As frontline health care providers, registered nurses are aware of the consequences when people do not have access to quality and affordable health care. WSNA supports efforts to ensure that everyone in Washington State has access to preventative services and quality care in a timely fashion by the most appropriate health care provider at an affordable cost. Status: Legislation passed calling for citizen panel to study issue.

## **Children's Safe Product Act (SB 2647)**

Current science tells us there is no safe level of exposure when it comes to lead. This bill takes reasonable steps to enact achievable standards that will protect children's health. Status: Passed Legislature, signed into law by the Governor.

## **Health Professional Assistance (\$1,250,000)**

Funds are provided to increase the number of students and practitioners who receive scholarships and loans through the Health Professional Scholarship and Conditional Loan program. Priority is to be given to primary care providers employed or seeking employment in organizations that serve a disproportionate number of uninsured patients.

## **Health Care Career Advancement (\$1.5 million General Fund - State)**

Funding is provided for the State Board for Community and Technical Colleges to disburse competitive grants to labor, management and college partnerships. These grants will be used to develop or expand and evaluate innovative training programs for current hospital workers that lead to careers in nursing and other high demand health care fields.

# Fight the Bite: Protect Patients from West Nile Virus

## From the Washington State Department of Health

No matter whether you're a patient or a health care provider, the facts are clear: West Nile virus really is as bad as experts say it is, and we should work to prevent exposure to it in Washington. Factor in that an especially wet summer could mean more mosquitoes than usual, and the importance of protecting your patients by educating them about the risk grows even more.

Patients should know that West Nile virus:

- Is a disease passed from infected mosquitoes to humans through mosquito bites.
- Can cause a potentially serious illness that affects the central nervous system.
- Is close to home. Washington saw its first human cases in 2006 and hundreds of people in Idaho have been infected.
- Can be very serious – even deadly – for some people, especially those over age 50.
- Often doesn't cause symptoms worse than having the flu.
- Causes some people to develop severe illness, including a high fever, headache, neck stiffness, and/or disorientation.

Health care providers should empower patients to protect themselves by:

- Using an effective repellent. DEET is safe and effective, as are other options like Picaridin, oil of lemon eucalyptus and IR3535.
- Wearing long sleeves, long pants, and socks outdoors whenever possible. Cover up, especially at dawn and dusk, when mosquitoes are most active.
- Removing standing water around their homes by keeping water fresh in pet dishes and birdbaths. Mosquitoes need only a small amount of water to breed.
- Making sure windows and doors are "bug tight" with screens.

Parents should remind kids to close doors behind them. If mosquitoes are thick, people should consider netting or screens around their decks.

Please help your patients understand mosquito bites are more than just a nuisance.

West Nile virus is real, it's in Washington, but it's easy to avoid.

More information is available online ([www.doh.wa.gov](http://www.doh.wa.gov)), or call 866-78-VIRUS.

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# Nursing Students of Washington State Hold First Convention

by Deanna J. O. Vesco BSN, RN, NSWS President

The Nursing Students of Washington State (NSWS) celebrated a solid year of growth and enthusiasm at its first convention held Memorial Day weekend in Seattle. Produced in conjunction with Seattle University's Nursing Career Fair, the convention proved an enormous inspiration and a great success in helping motivate our student leaders to get involved and take charge of their futures as students and professionals. Dean Mary Walker, PhD, RN, of Loyola University, employed her natural gift of eloquence for our opening keynote address. Reflections on wise leadership through the ages, her own concepts of leadership in nursing, courage, and strength in perseverance, were the ingredients of her address to aspiring change-agents and soon-to-be new grad RNs. Students and professionals in her audience expressed their gratitude and excitement for her words and message.

Throughout the day, over 75 attending students and faculty/professionals gained further insight and inspiration on topics related to professional organizations, legal concerns in nursing, nursing student roles during a disaster, campus student nursing groups, and the Master Plan for Nursing Education. Presenters included experts in their fields of education, nursing law, nurse credentialing, political knowledge, and the important work towards elevating and strengthening nursing education in our state. The list of individuals who participated or contributed in the day-long event is a who's who from nursing including: our morning speaker; Dean Nancy Woods, PhD, RN of the University of Washington who gave the solidly hopeful closing address; Linda Tieman, MS, RN, Executive Director of the Washington Center for Nursing; Kim Armstrong, BSN, RN, President of WSNA; Sally Watkins, PhD, MS, RN, Director of



Nursing Practice, Education and Research of WSNA; Paula Meyer, MS, RN, Executive Director Washington State Nursing Care Quality Assurance Commission; and Debra Stauffer, MSN, RN, faculty advisor to NSWS (just to name a few).

Students responded with eager enthusiasm, many stating they felt inspired by the sessions, speakers, and the atmosphere set by Seattle University Student Nurse's Association (SUSNA) and Nursing Students of Washington State. The career fair hosted by SUSNA added tangible and accessible resources so students would gain perspective on their career possibilities. Additionally, nominations for NSWS office were made at the afternoon business meeting; and, soon new elected officers will begin preparing to take our organization forward, a foundation securely set beneath their diverse and dedicated spirits. NSWS has proudly been a formal organization and an affiliate of National Student Nurses Association for 18 months and counting.

A perspective that I, as President of NSWS, emphasized was simply that none of us succeeds alone, meaning that there is an army of known and unknown people, forces, and resources lent to all of us who try to attain something better. Recognizing this truth, we may draw upon this solidarity in times of doubt - and have the gratitude and humility in times of achievement - so that we may never fall so far as to quit trying to better ourselves and our profession. Many thanks are due to all who helped make this event a grand success - WSNA and NSNA having been among the greatest contributors. The history of progress for nursing in Washington State has had another chapter added. We are all authors.



# Nursing News Briefs

## Ed Dolle receives Community Award for Volunteerism

Ed Dolle, RN, member of the WSNA Board of Directors, is the recipient of the Kitsap Credit Union/Kitsap Sun "Healthy Tomorrow" Award. The award recognizes Ed's more than twenty years of volunteerism in providing support to health care related organizations throughout Kitsap County. The Healthy Tomorrow award honors individuals and organizations whose contributions significantly improve the quality of life locally, thereby helping our communities look forward to a vibrant and healthy future. Ed is the head of nursing services at the Washington State Veterans Home in Retsil where he has worked for 23

years. Congratulations Ed for the much deserved recognition and thank you for all your do on behalf of the community, nursing, and WSNA!

## 2008 pocket-sized laminated Recommended Childhood and Adolescent Immunization Schedules are here.

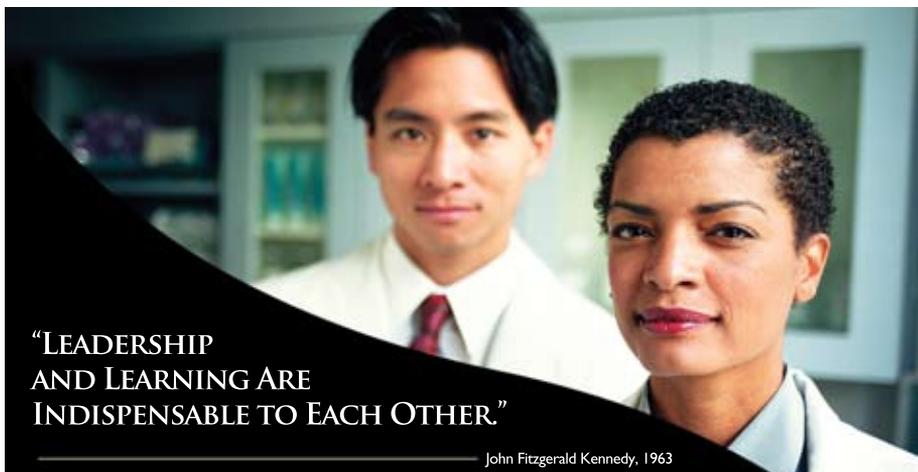
The Immunization Action Coalition of Washington makes these schedules available free of charge to providers in Washington State each year. To order yours, please contact [debbien@withinreachwa.org](mailto:debbien@withinreachwa.org) or go to <http://immunizewa.org/providers>

## Summer Institute for Public Health Practice Northwest Center for Public Health Practice University of Washington Aug 11-15

Interact, engage, connect as a participant in the 17th annual Summer Institute for Public Health Practice. Experience the excellent instruction by nationally recognized faculty -- the hallmark of the Institute and its sponsor, the Northwest Center for Public Health Practice at the University of Washington School of Public Health and Community Medicine. Network with other scholars who bring knowledge and experience from many perspectives. Courses include:

- The Art of Dialogue
- Community Behavioral Health
- Epidemiology: Basic
- Epidemiology: Intermediate
- Geographic Information Systems (GIS)
- Health Communications
- Implementing Program Planning and Evaluation
- Management: Effective Supervision

Interwoven throughout the Summer Institute curriculum are expert presentations and case studies focused on climate change, the built environment, and communicable disease. Early Tuition Incentive Registration Deadline: June 11, 2008; Final Registration Deadline: July 21, 2008. Registration and detailed information about courses, faculty, and policies are available at [www.nwcphp.org/si](http://www.nwcphp.org/si). For more information, contact: Trudy San Jose White [sanjose@u.washington.edu](mailto:sanjose@u.washington.edu) Tel: (206) 685-2931 Fax: (206) 616-9415



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John Fitzgerald Kennedy, 1963

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DYER, HEATHER  
ERVIN, RHONDA  
FORTNER, SHALEENI  
FUNKE, TANYA  
GOLBECK, SARAH  
GRAY, OLIVIA  
GRUBER, RACHELLE  
HAIRE, NATALIA  
HALL, MARY  
HITCHCOCK, HOLLY  
HOLT, LORA  
HUMPHRIES, KRISTEN  
IVERSON, TAMARA  
JASMER-WILSON, GAIL  
JOHNSON, LESLIE  
JOHNSTON, LEANNE  
KELLY, JOAN  
KENNY, SIDNEY  
KHELBOROD, NADINE

KNIFFEN, COLLEEN  
KUCAN, JENNIFER  
LARA, MARIANO  
LARSON, JENNIFER  
LESTER, ELLEN  
LEWIS, ELIZABETH  
MANGACCAT, MARICEL  
MARQUARDT, MARYLEA  
MARROQUIN, DAWN  
MCKEEL, YELENA  
MCLAUGHLIN, ALLYSON  
MINER, REBEKAH  
MOHUNDRO, ROXANNE  
O'LEARY, JAEYOUNG  
OH, MI  
OLIVER, GAIL  
PARK, HYERRAN  
PORTER, DOROTHY  
PORTER, JOHN  
PRICE, LESLIE  
QUANTE, TINA  
REES, LORRAINE  
REEVES, DEBRA  
RUSIN, TRACY  
RUSSELL, SHARON  
SANTIAGO, RANY  
SCHWESINGER, TAMMY  
SHAGREN, AUDRIE  
SHOEMAKER, ELLEN  
SMITH, VINCENT  
STEINKE, LAURIE  
STRAUB, MICHELLE  
TIWANA, MUKHBINDER  
TRAXEL, KATHERINE  
WALKER, KELLEY  
WESTGARD, BARBARA  
WESTLUND, KATHRYN  
WILKINSON, SUSAN  
WRIGHT, GEORGE

## SPOKANE / ADAMS / LINCOLN / PEND OREILLE DISTRICT 04

ARTHUR, AMY  
BEACH, DEANNA  
BERRY, LAURA  
BONAPARTE, MAUREEN  
CABALLERO, ISRAEL  
CALVERT, KESLY  
CARE, MANDY  
CASH, LINDA  
CASTILLO, JOANNE  
COLE, THERESA  
COOK, LORENA  
CUMMINGS, CYNTHIA  
DARNELL, KENDRA  
DAVIS, CATHERINE  
DEANDA, ANNE  
DONEY, KRISTINE  
EARLY, JENNIFER  
FARNSWORTH, CASSANDRA  
FIRSTWATER, FRANCESCA  
FLETCHER, KAREN  
GIBBS, MEGAN  
GRANDY, JENNIFER  
GREBENYUK, GENADIY  
HARSHMAN, NANCY  
HAUSMANN, LOUANNE  
HAYDEN, COURTNEY

HILL, JENNY  
HOPKINS, HEATHER  
HURT, JUDITH  
JACKSON, TINA  
JOHNSON, COREY  
KING, ALISHA  
KIRSCHBAUM, ELLEN  
KOFFEL, LARRY  
KORNEICHUK, LILIYA  
LARSON, LINDSEY  
LINDLER, VIRGINIA  
LORAN, DAVID  
LOVE, TRACY  
MERRILL, MICHELE  
MILLER, BARBARA  
MINGEAUD, CATHY  
MUSSER, JANEAL  
NASH, SHERRY  
NEWMAN, LYNDA  
NIBLOCK, MICHELLE  
NICHOLSON, KOOLA  
OLSON, KIMBERLY  
PEREZ, LINDSAY  
PITT, SEAN  
PUCKETT, LORA  
PUHLMAN, SUZANNE  
RAND, MELVIN  
REILLY, JAMIE  
RICHARDSON, JANE  
ROSE, KIMBERLI  
SCHMEHL, TERI  
SELWAY, MARYANN  
SMITH, ANNA  
STONG, NANCY  
SUN, MINGNI  
WARREN, MARCIE  
WESTLUND, JACQUELINE  
WOLF, TARA  
YOB, MEGHAN  
YODER, JANICE

## YAKIMA CITY / N. YAKIMA DISTRICT 06

BUCKLEY, JENNIFER  
JEWETT, RUTH  
MOORE, SANDY  
ROETTGER, HOLLY

## CHELAN / DOUGLAS / GRANT DISTRICT 07

BLACK, BRENDA  
BLAKLEY, MARILYN  
DAVIES, NICOLE  
FENDER, TYREE  
HARTLEY, BRENDA  
JAGLA, TRACY  
LEONARD, CAMILLE  
MAGNUSSEN, MARSHALL  
MUTSCHLER, LYNN  
PARKER, MARY  
RUSNESS, CHRISTINA  
THOMASON, JOANNA  
WHITING, ZARIMA

CONTINUED PAGE 33

# IT'S NOT WHAT WE ARE. IT'S WHO.

Holy Family Hospital is more than just a building. When you add our people, Holy Family becomes something else again, filled with brilliance, compassion, resolve, and a commitment to excellence that truly changes lives.

Holy Family Hospital is an employer of choice. Visit our website for a complete listing of positions available.

Holy Family Hospital  
5633 N. Lidgerwood  
Spokane, WA 99208

(509) 482-2111



Holy Family  
Hospital

Apply At:  
[www.holy-family.org](http://www.holy-family.org)

EOE

# Continuing Education Calendar

Note: The Washington State Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

If you wish to get contact hours approved for your educational activities, go on line to [www.wsna.org/education/cearp/](http://www.wsna.org/education/cearp/).

## August 2008:

Aging and Cognition; Health ED; Spokane, WA and Boise, ID; August 21, 2008 and August 22, 2008, Fee: \$179.00; Contact Hours: 6.0; Contact: 800-839-4584 or [www.health-ed.com](http://www.health-ed.com)

## October 2008:

Advanced Practice In Primary and Acute Care; Pacific NW 31st Annual Conference; Washington State Convention & Trade Center, Seattle, WA; October 1-4, 2008 • Contact Hours: 7.1-21.5; Contact: 206-543-1047 or email: [cne@u.washington.edu](mailto:cne@u.washington.edu)

## December 2008:

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

## INDEPENDENT SELF STUDY COURSES:

AIDS: Essential Information for the Health Care Professional; Contact Hours: 7.0; Fees: \$55; Contact: D.

Animal Assisted Therapy; Bellevue Community College; Fee: \$49; Contact: B

Assessing Lung Sounds; Contact Hours: 2.0; Fee \$10; Contact: E

Asthma Management; Contact Hours: 8.0; Fee: \$30; Contact: E

Breaking the Cycle of Depression; Contact Hours: 14.0; Contact C

Breast Cancer Prevention for Rural Healthcare Professions; Contact Hours: 1.5; Fee: -0-;

Contact: Fiona Shannon (360) 297-1274

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

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

Clinical Pharmacology Series; Contact Hours: 7-8.0; Contact: C

Congestive Heart Failure-Diagnosis & Treatment: Contact Hours: 6.0; Fee: \$25; Contact: E

Deciding for Others: Ethical Challenges in the Care of Patients with Altered Decision-Making Capacity: Contact Hours: 7.4; Contact C

Devices and Systolic Dysfunction: What's New? Contact Hours: 1.0; Fee: Free/Non-Member \$10; Contact G

Domestic Violence; Contact Hours: 2.0; Contact: C

Ethics Related to Nursing Practice; Contact Hours: 9; Fees: \$200; Contact: D.

Forensic Nursing; Contact Hours: 15.0; Contact C

Frequent Heartburn; Contact Hours: 1.0; Fee: No Fee; Contact: FNP Associates

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

Health Assessment and Documentation: Contact Hours: 20; Fees: \$150; Contact: D.

HIV/AIDS Basic Education: Fee: Various; Contact B

HIV/AIDS Education: Contact Hours: 7.0; Contact C

IMPACT: Breaking the Cycle of Depression; Contact Hours: 14.0; Contact C

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

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

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

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

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

Management of Persistent Pain: Contact Hours: 1.8; Fee: No Fee; Contact: FNP Associates

Medical/Surgical Nursing Update: Contact Hours: 14.6; Contact C

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

Metered Dose Inhaler Use: Contact Hours: 3.0; Fee: \$15; Contact E

Pain: Current Understanding of Assessment, Management & Treatment; Contact Hours: 6.0; Fee: No Fee; Contact: FNP Associates

Patient Needs vs. Limited Resources: Contact Hours: 7.4; Contact C

Patient-Focused Ethics: Thinking Outside the Box: Contact Hours: 6.0; Contact C

Patient Safety Leadership Tutorial; Contact Hours 3.5; Contact C

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

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

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

RN Refresher Course; Fees: Theory: \$500; Health Assessment and Skills Review: \$500; Clinical Placement for Precept Clinical Experience: \$400; Contact: D.

Sleep Disorders: Contact Hours: 8.0; Fee: \$30; Contact E

Smoking Cessation: Contact Hours: 12.0; Fee \$35; Contact E

Telephone Triage: Contact Hours: 3; Fee: 24.00; Contact Wild Iris Medical Education

The Complex World of Diabetes: Contact Hours: 8.8; Contact C

Treating the Common Cold; Contact Hours: 1.8; Fee: No Fee; Contact: FNP Associates

University of Washington Medical Center; Offers over 30 self-study courses; Contact C

Washington State: HIV/AIDS With the KNOW Curriculum: Contact Hours: 7; Fee 65.00; Contact Wild Iris Medical Education

Wound Academy-Course 1 Wound Assessment & Preparation for Healing; Contact Hours: 4.3; Contact C

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

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

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

## Contacts

A. Pacific Lutheran University  
School of Nursing  
Continuing Nursing Education  
Terry Bennett, Program Specialist  
Tacoma, WA 98447  
253-535-7683 or ccnl@plu.edu  
www.plu.edu/~ccnl/

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

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

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

E. AdvanceMed Educational  
Services  
2777 Yulupa Ave., #213  
Santa Rosa, CA 95405  
www.advancemed.com

F. Virginia Mason Medical Center  
Clinical Education Department  
Barb Van Cisló, CNE Coordinator  
Continuing Nursing Education,  
G2-ED  
1100 Ninth Avenue – G2-EDU  
Seattle, WA 98101  
(206) 341-0122  
(206) 625-7279 fax  
Barbara.vancisló@vmc.org  
www.MyPlaceforCNE.com

G. American Association of Heart  
Failure Nurses (AAHFN)  
Heather Lush  
731 S. Hwy 101, Suite 16  
Solano Beach, CA 92075  
(858) 345-1138  
HLush@aahfn.org

## (NEW MEMBERS, CONTINUED)

### SNOHOMISH COUNTY DISTRICT 09

HESS, JOANN

### WAHIAKUM / COWLITZ DISTRICT 10

ARNETT, TERRY  
ASHLEY, CAMILIA  
BOND, JENNIFER  
BRINKERHOFF, MELISSA  
CERUTI, SONIA  
DEAN, KIRSTEN  
FISHER, JENNIFER  
FORD, AMY  
GRABENHORST, KARA  
HOUSER, AUDREY  
LEFEBVRE, KARIE  
LEMIERE, TIFFANIE  
ROYCE, LESLIE  
WALLACE, CAREY  
WALLACE, DORIE  
YOUNG, LANA

### CLARK / SKAMANIA DISTRICT 11

ANDERSON, CARRIE  
CRONIN, VICTORINE  
GURNEE, ANA  
HAINSWORTH, CATLIN  
IGUCHI, YOKO  
KEMP, IRINA  
KRAWNSKY, MARY  
LANCASTER-RICE, HEIDI  
LARSON, ROBIN  
LYNCH-THOMPSON, TARA  
NEAL, JESSICA

OLABODE, WAHEED  
ROGERS, JILL  
SCHAEFER, DONALD  
SWEARINGEN, CRYSTAL

### CLALLAM/JEFFERSON DISTRICT 12

MELCHER, JOHN

### BENTON / FRANKLIN DISTRICT 15

BAKER, STEVEN  
CHRISTOPHER, MARGARET  
CLARK, NICKOLE  
DUREPO, FRANCES  
JONES, SUSAN  
LOGAN, ERIN  
MAHAL, GRETCHEN  
MCCALLISTER, RACHELLE  
MONTGOMERY, DANA  
MOODY-PITKIN, MEGAN  
MOODY-PITKIN, MEGAN  
O'LEARY-WILBURN, KATIE  
OLSON, KAY  
VAUGHAN, DESIREE  
WASHINGTON, SUMMER  
WILKE, KENNETH

### SKAGIT / ISLAND / SAN JUAN DISTRICT 16

BOWMAN, BONNIE  
CARROLL, PAMELA  
CROW, SHERRY  
CROW, STEPHANIE  
DAY, PATRICIA  
DEJONGE, JESSICA  
DINWIDDIE, CHARLES  
ENGBRIGHT, ARLENE  
FEWING, ADRIAN  
FORD, ANGELA

FULLER, MEGAN  
GOODRICH, ROBERTA  
GRUENWALD, JENNIFER  
HAWKINS, CHARLENE  
HOLLOWAY, CAROL  
HOLLOWAY, JAIME  
JACOBS, MADELYN  
JURACICH, AMY  
JURADO, NATALI  
LACAILLE, JANET  
LEE, LARA  
LEIB, JEAN  
LIPSTEIN, KAREN  
MASON, HOLLY  
MORGAN, MARY  
PABONA, SHERRY  
PAPADOPULOS, PATRICIA  
PAQUETTE, STACIE  
REESE, MICHELLE  
REYNOLDS, STEPHEN  
SHAUL, RYAN  
SMITH, MARY  
TOTH, NANCY  
VENDITTO, BONNIE  
VENEZUELA, ELENA  
WILSON, KIT

### KITSAP COUNTY DISTRICT 17

KERDUS, MARY

### KITTITAS COUNTY DISTRICT 18

FOLEY, WAYNE  
KENOYER, GLORIA

### ALL OTHER COUNTIES DISTRICT 98

BRASKETT, JAMES  
CAMPANELLA, RHEA  
GUILLEN, DENISE

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

#### Wild Iris Medical Education

PO Box 257  
Comptche, CA 95427  
(707) 937-0518  
ann@wildirismedical.com  
www.nursingceu.com

#### FnP Associates

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

## R E M I N D E R

### *Membership Information and Employment Status Changes*

It is the responsibility of each nurse to notify the Washington State Nurses Association of any change in work status which may include, but is not limited to: **name, address, phone number, FTE increase or decrease, leave of absence, medical leave, maternity leave, leaving or joining a bargaining unit.** This change must be done in writing either by using a **Change of Information Card** or sending an email to wsna@wsna.org

The Cabinet on Economic and General Welfare (CE&GW) policy states: When a nurse is on an unpaid leave of absence, the dues are adjusted to the Reduced Membership Category during the unpaid Leave of Absence period. The accumulated dues payment is to begin within 90 days of return to work. The nurse will have up to twelve months to complete payment of these dues. **It is the responsibility of the nurse to notify WSNA of this change in work status.**

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# WSNA LEADERSHIP CONFERENCE

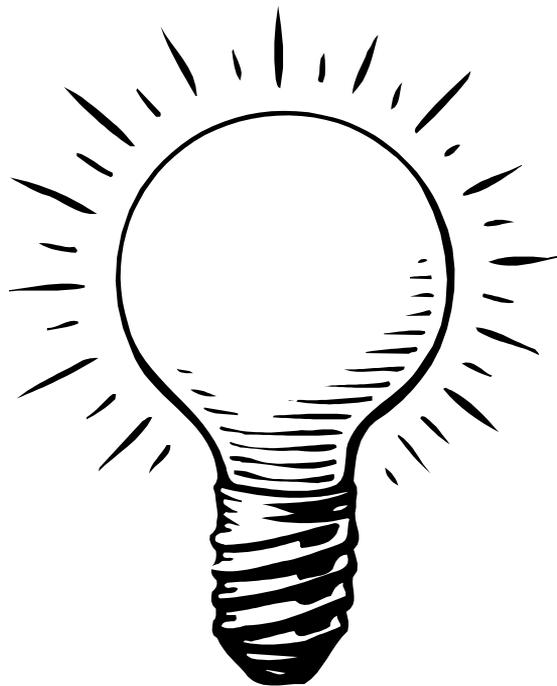
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September 28, 2008 - September 30, 2008

Registration Form • Conference Agenda • Location & Directions

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The Big Ideas of 2008

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**NEW SAFE NURSE STAFFING LAW • FATIGUE • NURSING PRACTICE  
UPDATE • HARASSMENT & BULLYING IN THE WORKPLACE • LOCAL  
UNIT COUNCIL MEETING • RECENT LEGAL DECISIONS IMPACTING  
UNIONS AND YOUR LOCAL UNIT • NATIONAL LABOR SCENE UPDATE**

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# WSNA LEADERSHIP CONFERENCE

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September 28, 2008 - September 30, 2008

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## SATURDAY, SEPTEMBER 27, 2008

1:00pm - 5:00pm

### CABINET ON ECONOMIC AND GENERAL WELFARE MEETING

## SUNDAY, SEPTEMBER 28, 2008

9:00am - 12:00pm

### CABINET ON ECONOMIC AND GENERAL WELFARE MEETING

12:00pm - 1:00pm

### EARLY REGISTRATION

1:00pm - 3:00pm

### FALL LOCAL UNIT COUNCIL MEETING

(All are welcome to attend.)

3:00pm - 4:00pm

### PRACTICE UPDATE - CURRENT ISSUES

- Sally Watkins, PhD, RN, Dir. of Nursing Practice, Education & Research

Emergency management. Patient safety. Continuing competency. Master Plan for nursing education. Consumer advocacy and data transparency. These are a few of the hot issues facing nurses today. Join our new Director of Nursing Practice, Education and Research, Dr. Sally Watkins, for a stimulating update and discussion of these sometimes controversial and hotly debated topics.

4:00pm - 6:00pm

### LOCAL UNIT COUNCIL NETWORKING

## MONDAY, SEPTEMBER 29, 2008

8:00am - 8:30am

### WELCOME

- Jeanne Avey, Chair, Cabinet on E&GW
- Barbara Frye, Dir. of Labor Relations

9:00am - 12:15pm (with break from 10:30am - 10:45am)

### A. "HARASSMENT AND BULLYING IN THE WORKPLACE"

- Labor Education and Research Center, University of Oregon

Bully bosses, tension between coworkers, harassment and even violence - these are the situations that occur with alarming frequency in our workplaces. This workshop, taught by the University of Oregon Labor Education and Research Center, will help you recognize bullies and give you strategies for dealing with bullies of all kinds, and tools for dealing with workplace harassment issues.

### B. 2008 SAFE STAFFING LAW OVERVIEW AND UPDATE

- Anne Tan Piazza, Dir. of Governmental Affairs, Communications, & Membership
- Sally Watkins, PhD, RN, Dir. of Nursing Practice, Education & Research

Be an advocate for safe nurse staffing at your hospital! Hear the requirements of the new law and how you can be involved as a staffing committee member; gain the knowledge to really make an impact in your hospital. If you are already a member of your hospital's staffing committee, share your experiences with other members and learn from their experiences. Hear about WSNA's staffing educational programs designed to help you.

12:15pm - 1:45pm

### LUNCH BREAK

Group photo in our scrub shirts

1:45pm - 5:00pm (with break from 3:15pm - 3:30pm)

### A. "HARASSMENT AND BULLYING IN THE WORKPLACE"

[Repeat of the morning class]

### B. "2008 SAFE STAFFING LAW OVERVIEW AND UPDATE"

[Repeat of the morning class]

6:00pm - 6:45pm

### WELCOME RECEPTION

Join old friends and new

7:00pm - 9:00pm

### E&GW AWARDS BANQUET

The highlight of the Leadership Conference, when we honor the outstanding nurses who represent WSNA and their fellow nurses in their Local Units.

**Theme for this year's banquet: "At the Hop!"**

Join us for a celebration, a no host bar, a great meal with good friends, and lots of fun, and don't forget your poodle skirts, saddle shoes and ponytails!

## TUESDAY, SEPTEMBER 30, 2008

8:30am - 10:00am

### "FATIGUE"

- Janice Ellis, PhD, RN, ANEF
- Barbara Frye, Dir. of Labor Relations
- Anne Tan Piazza, Dir. of Governmental Affairs, Communications, & Membership

Finally, research and data validating what we as nurses have always known: fatigue affects our ability to provide safe care for our patients, and can put us at risk. Hear Dr. Janice Ellis, PhD, RN, ANEF, present the WSNA-sponsored white paper on fatigue. Discuss the latest research about work schedules and fatigue, the implications for patient safety

and nursing practice, and discuss evolving recommendations for the nursing profession and how WSNA is leading the way.

10:00am - 10:45am

**BREAK FOR CHECKOUT**

10:45am - 12:30pm

**A. "USING YOUR CONTRACT TO ADDRESS BULLYING & HARASSMENT"**

- WSNA Labor Specialists

The contract doesn't say anything about bullying-or does it? Learn how to use your contract language to prevent or stop bullying and harassment in your workplace. Learn how to examine employer policies, use conference and safety committees and contract language effectively.

**B. "RECENT LEGAL DECISIONS IMPACTING UNIONS AND YOUR LOCAL UNIT"**

- WSNA Attorneys

The National Labor Relations Board, the Ninth Circuit Court, arbitrations and PERC Board rulings are issued every day. Hear and discuss some recent decisions that affect union rights, individuals, and rights of worker throughout this country.

12:30pm - 1:30pm

**LUNCH BREAK**

1:30pm - 3:00pm

**"THE NATIONAL LABOR SCENE – EVER CHANGING - EVER THE SAME"**

On December 21, 2007, WSNA, Oregon Nurses Association, Ohio Nurses Association and New York State Nurses Association, four of the founding members of the United American Nurses, disaffiliated from the UAN, our national Union. What led to this painful and historic split? What happens now? What about our relationship with ANA and the AFL/CIO? What about CAN and SEIU?

Join members of each of the "Four States" in a frank and open panel discussion about our relationship with the UAN and what went wrong, our future, the future of the Labor movement, and the future of Nursing in the labor movement.

3:00pm - 3:15pm

**WRAP UP**

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## LOCATION & DIRECTIONS

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

Contact Campbell's at 800-553-8225 or 509-682-2561; reference Registration Group Code: WSNA.

**FROM SPOKANE / EASTERN WA**

To Chelan via Hwy 2

- Take Hwy 2 West to Orondo
- From Orondo, take Hwy 97 North for 22 miles
- Turn Left onto Hwy 150, follow for 3.9 miles
- Continue forward as Hwy 150 becomes Woodin Ave.
- Campbell's Resort is on the right (lake side)

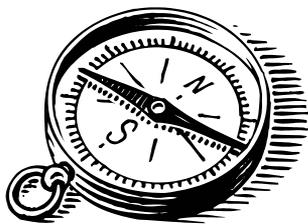
**FROM SEATTLE / WESTERN WA**

To Chelan via I-90 / Snoqualmie & Blewett Passes:

- Take I-90 East to Exit #84 (Wenatchee) at Cle Elum
- Take Hwy 97 for approximately 35 miles
- Hwy Ends at Junction of Hwys 2 & 97. Turn Right toward Wenatchee and go approximately 15 miles.
- Upon reaching Wenatchee, exit onto US 97 Alternate (Northbound)
- Continue North on Hwy 97 Alternate 35 miles to Chelan
- Turn Left at Peterson's Condominiums onto Woodin Avenue
- Cross bridge; Campbell's Resort is on the left (lake side)

To Chelan via Hwy 2 / Stevens Pass:

- Take Hwy 2 East over Stevens Pass
- Just before Wenatchee, take the Chelan exit onto Hwy 97 Alternate
- Continue North on Hwy 97 Alternate to Chelan
- Turn Left at Peterson's Condominiums onto Woodin Avenue
- Cross bridge; Campbell's Resort is on the left (lake side)



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# 2008 LEADERSHIP CONFERENCE REGISTRATION FORM

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First Name \_\_\_\_\_  
Last Name \_\_\_\_\_  
Informal First Name \_\_\_\_\_  
Credentials \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
E-Mail \_\_\_\_\_

## SCRUBS SHIRT SIZE

» Circle gender and size below

**Women's**                      **Men's**  
XS\*   S    M    L    XL    2XL   3XL   4XL   5XL

\*Extra-small scrubs available in women's version only

## BREAKOUT EDUCATION SESSIONS

» Make one selection for each session below

### Session 1 (Monday, 9:00am - 12:15pm)

- Harassment & Bullying in the Workplace  
 2008 Safe Staffing Law Overview & Update

### Session 2 (Monday, 1:45pm - 5:00pm)

- Harassment & Bullying in the Workplace  
 2008 Safe Staffing Law Overview & Update

### Session 3 (Tuesday, 10:45am - 12:30pm)

- Using Your Contract to Address Harassment & Bullying  
 Recent Legal Decisions Impacting Unions & Your Local Unit

## FEES

Attendance Fee:            \$300

Additional guests at the Awards Banquet:

- Yes, I will have \_\_\_\_\_ guests at \$25 each

**TOTAL AMOUNT DUE TO WSNA:**

**\$** \_\_\_\_\_

## PAYMENT

- Check / Money Order payable to WSNA

- Visa / Mastercard

Card Number

\_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Exp Date \_\_\_\_\_ / \_\_\_\_\_

Print Cardholder's Name

\_\_\_\_\_  
Cardholder's Signature

- Local Unit

My registration fee is to be paid by

\_\_\_\_\_  
Local Unit

\_\_\_\_\_  
Signature of Local Unit Chair/Co-Chair

Return this form to WSNA by mail to 575 Andover Park West, Suite 101, Seattle, WA 98188 or by FAX to (206) 575-1908.

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

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### Total Possible Contact Hours for attending all educational sessions: 8.5

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

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

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**Thanks to the WSNA and Aflac, you can now apply for insurance coverage as a benefit of membership!**

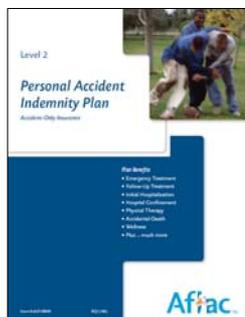


**In fact, two new insurance policies are now being made available. In case of an accident or illness, Aflac insurance policies pay cash benefits directly to you, unless assigned, regardless of any other insurance you may have.**

Use the money for any need, including:

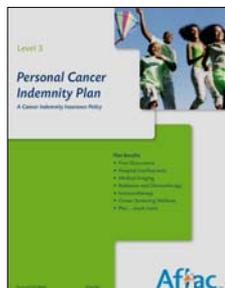
1. **Unpaid medical bills** ... like escalating deductibles, copayments, out-of-network charges, and any other expenses not picked up by your major medical coverage.
2. **Lost income**, resulting in a “double whammy” if the healthy spouse has to leave work to care for the recuperating one.
3. **Out-of-pocket expenses** ... to defray the costs of travel, lodging, meals, child care, home care, special equipment, and everyday living expenses like mortgage/rent, car payments, utilities, food, credit card balances, etc.

**Get Started Now!** Please contact our agent, **Adrienne Herom**, at **(425) 478-3439** for more information or visit [www.chooseaflac.com/wsna](http://www.chooseaflac.com/wsna)



*... Because an average 2,360 disabling injuries occur every hour during the year!\**

Our accident insurance policy features emergency treatment, initial hospitalization, and accidental-death and -dismemberment provisions *with cash benefits sent directly to you (unless you tell us otherwise)*. So don't let an accident or injury trip up your financial resources. Contact your Aflac agent today for all the benefit details on how we can help you get back on your feet.  
\*Source: *Injury Facts*, 2005–2006 Edition, National Safety Council



**The Cancer** insurance policy helps cover expenses when a covered individual is diagnosed with cancer. It pays you directly, unless you assign the benefits, regardless of any other insurance you may have. In addition, Aflac will pay a First-Occurrence Benefit when a covered individual is first diagnosed as having internal cancer as well as benefits for hospital confinement, radiation and chemotherapy, immunotherapy, medical imaging and cancer screening wellness plus...much more.



## NURSES APPRECIATION NIGHT WITH THE STORM

The Washington State Nurses Association invites you to enjoy reserved seating and specially-discounted \$16 tickets for you and your friends and family!

**Saturday, September 6, 2008**  
SEATTLE STORM vs. MINNESOTA LYNX  
7 p.m. at KeyArena

	Number of Tickets	Sideline Seats (reg. \$32)	Total
<b>Saturday, September 6 vs. Minnesota</b>		X \$16	

Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Day Phone: (     ) \_\_\_\_\_ Email: \_\_\_\_\_

CHECK: Please make payable to SEATTLE STORM    CREDIT CARD:    VISA    MC    AMEX    DISC

CARD #: \_\_\_\_\_ EXP DATE: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

To place your order for Nursing Appreciation Night, please fax your completed form to **206-272-2527** or mail to:

**Seattle Storm, Attn: Dan Ferguson,  
1201 Third Ave, Suite 1000, Seattle, WA 98101**

**QUESTIONS, CONTACT:**  
Dan Ferguson at **206-272-2526** or  
email [dferguson@sonics-storm.com](mailto:dferguson@sonics-storm.com)



Specially-reduced price tickets. Pay no service charge. Orders are filled on a first-come, first-served basis. No exchanges or refunds. Subject to availability. If there are no tickets remaining, the Storm reserves the right to refund payment in full.

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