A Report from Inside
the 2008 American Nurses Association

House of Delegates

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ARTICLE SUBMISSION DEADLINES
Winter................................................November 15
Spring....................................................February 15
Summer ..................................................May 15
Fall .......................................................August 15

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.
## Calendar of Events

### September

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<tr>
<td>1</td>
<td><strong>Office Closed - Labor Day Holiday</strong></td>
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<tr>
<td>4</td>
<td>WSNA Labor Studies School - Grievances Week 1 - Spokane</td>
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<td>6</td>
<td>NSWS Board of Directors Meeting</td>
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<td>9</td>
<td>WSNA Labor Studies School - Grievances Week 1 - Seattle</td>
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<td>WSNA Labor Studies School - Negotiations Week 1 - Spokane</td>
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<td>WSNA Labor Studies School - Grievances Week 1 - Seattle</td>
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<td>WSNA Labor Studies School - Negotiations Week 1 - Seattle</td>
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<td>WSNA Labor Studies School - Grievances Week 2 - Seattle</td>
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<td>WSNA CEARP Committee</td>
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<td>WSNA Labor Studies School - Grievances Week 2 - Seattle</td>
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<td>WSNA Labor Studies School - Negotiations Week 2 - Spokane</td>
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<td>27</td>
<td>Cabinet on Economic and General Welfare - Chelan</td>
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<td>28</td>
<td>Cabinet on Economic and General Welfare - Chelan</td>
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<td>28-30</td>
<td>WSNA Local Unit Leadership Conference - Chelan</td>
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<td>WSNA Labor Studies School - Grievances Week 3 - Spokane</td>
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<td>WSNA Labor Studies School - Grievances Week 3 - Seattle</td>
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<td>11</td>
<td>WSNA Labor Studies School - Negotiations Week 2 - Seattle</td>
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<td>13</td>
<td>WSNA Staffing Committee Training: Tools for Staff Nurses – Spokane</td>
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<td>14</td>
<td>IENA Legislative Reception - Spokane</td>
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<td>16</td>
<td>WSNA Labor Studies School - Negotiations Week 3 - Spokane</td>
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<td>17</td>
<td>Finance and Executive Committees Meetings</td>
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<td>20</td>
<td>WSNF Board of Trustees</td>
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<td>21</td>
<td>WSNA Labor Studies School - Grievances Week 4 - Seattle</td>
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<td>21</td>
<td>WSNA Labor Studies School - Negotiations Week 3 – Seattle</td>
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<td>22</td>
<td>WSNA Staffing Committee Training: Tools for Staff Nurses – Tacoma</td>
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<td>WSNA Labor Studies School - Grievances Week 4 – Spokane</td>
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<td>WSNA Staffing Committee Training: Tools for Staff Nurses – Yakima</td>
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<tr>
<td>4</td>
<td>Election Day – Remember to Vote!</td>
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<td>WSNA Labor Studies School - Grievances Week 5 - Seattle</td>
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<td>4</td>
<td>WSNA Labor Studies School - Negotiations Week 4 – Seattle</td>
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<td>WSNA Staffing Committee Training: Tools for Staff Nurses – Bellingham</td>
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<td>WSNA Labor Studies School - Grievances Week 5 – Spokane</td>
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<td>WSNA Staffing Committee Training: Tools for Staff Nurses – Spokane</td>
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<td>WSNA Labor Studies School - Negotiations Week 5 - Seattle</td>
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<td>20</td>
<td><strong>Office Closed – WSNA Staff Planning Retreat</strong></td>
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<tr>
<td>21</td>
<td>WSNA Board of Directors</td>
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<tr>
<td>27-28</td>
<td><strong>Office Closed - Thanksgiving Holiday</strong></td>
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### December

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<td>22-26</td>
<td><strong>Office Closed – Holidays</strong></td>
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**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.

**Renown Health** is northern Nevada’s leading health network— and a place where better is a way of life. With a complete network of two medical centers, a rehabilitation hospital, a skilled nursing facility, and multiple medical and urgent care facilities, we offer as much possibility in your professional life as Reno’s 300+ days of sunshine and over 4,000 acres of park offers you in your personal. Join us.

**RN Opportunities Available - All Levels**

For more information on Renown Health or to apply, visit [www.renown.org](http://www.renown.org)
The WSNA staff and elected and appointed leaders represent your interests in a wide variety of meetings, coalitions, conferences and work groups throughout the year, anticipating and responding to the issues the membership has identified as priorities. In addition to many meetings with legislators, policy makers, other health care and nursing organizations and unions, the following represents a partial listing of the many places and meetings where you were represented during March 2008 through August 2008.

Visits with lawmakers and regulatory agencies on WSNA legislative priorities including safe nurse staffing, mandatory overtime, rest breaks, public health, environmental safety, ARNP practice, school nurse ratios, and nursing education funding.

• Meetings with DOH staff on proposed changes to the Uniform Disciplinary Act
• Washington State DOH Altered Standards of Care Workgroup
• Washington State DOH Healthcare Associated Infections Advisory Committee
• Meetings of the Washington State Nursing Care Quality Assurance Commission, its Practice and Education subcommittees, Committee on Continued Competence, ARNP Rules; and other Nursing Commission issues
• Working for Health Coalition (access to care issues for children)
• Washington Coalition for Primary Care
• Healthy Washington Coalition
• Puget Sound Health Alliance
• Primary Care Coalition
• Fare Share Health Coalition
• Public Health Funding Roundtable
• Safe Patient Handling Steering Committee
• Foundation for Health Care Quality re: SCOAP Program (Surgical Care & Outcomes Assessment Program)
• Health Care Personnel Shortage Task Force
• WA DOH Public Health Emergency Preparedness Advisory Committee
• DOH Altered Standards of Care Advisory Committee
• Washington Patient Safety Coalition - Medication Safety Initiative meetings
• NWONE Nursing Practice Commission
• Washington State Hospital Association Infection Safety Advisory Committee
• Washington Health Foundation Board of Directors
• Washington Health Foundation Policy Council
• Washington State Labor Council Political Steering Committee
• Steering Committee of the Foundation for Health Care Quality on Prevention of Medical Errors
• Washington Center for Nursing (WCN) Board Meetings
• Nursing Students of Washington State (NSWS) Convention
• Johnson and Johnson Promise of Nursing Gala Steering Committee
• Washington Toxics Coalition & Toxics Free Legacy Coalition Steering Committee
• CHE-NW on environmental health issues
• Health Care Without Harm Nurses Work Group
• NIOSH grant planning
• WSNA Centennial Celebration and Hall of Fame
• Meetings with Ruckelshaus Institute and staff WSHA, NW-ONE, SEIU Healthcare/1199, and USNA/UFCW re: implementation of the Safe Nurse Staffing legislation
• Meeting with the national AFL-CIO leadership in Washington, DC
• ANA Center for American Nursing (CAN) Board meeting and LEED Conference in Washington, DC
• ANA Constituent Member Assembly in Washington, DC
• American Nurses Association Biennial House of Delegates meeting in Washington, DC
• Washington State Labor Council, AFL-CIO Convention

**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 for registration form, FAQs, and course outline.. Instruction manual, breakfast & lunch included!

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As a staff nurse, I have longed to be more involved in the decision making processes which drive my practice and future. I have often felt powerless and unable to affect my destiny; therefore I felt my voice as a patient advocate was diminished. But now, we are on the precipice of a new age for nurses and patients in Washington State. We truly have a golden opportunity as nurses, whether our roles are that of Staff Nurse or Nurse Administrator, to come together as NURSES and develop staffing plans which will protect and provide safety for our patients and for US.

With the passage of Safe RN Staffing Bill (ESHB 3123), Nurses have the opportunity to define and drive safe staffing; to promote and provide patient safety for the consumers of health care in Washington State. This landmark legislation provides, for the first time, mandated staff nurse participation in the development of staff plans in acute care hospitals in Washington.

WSNA has been addressing safe staffing issues for many years. The Safe Staffing Bill of 2007 was narrowly defeated in the legislature. Prior to the beginning of the 2008 Legislative Session, WSNA went into action. Evidence-based data pertaining to nurse staffing was collected and synthesized. Nine regional workshops were held, taking the issues and data to the members. Powerful testimonies and surveys numbering over 1000 were collected via the web. It became very apparent that the data and support for change in order to provide safe patient care was overwhelming. WSNA joined with the Washington State Hospital Association (WSHA), Northwest Organization of Nurse Executives (NWONE), SEIU Healthcare1199 NW and USNU in a mediated process with the Ruckleshaus Center to find solutions. The results of this process were agreements to jointly support staffing legislation in 2008 and continue the formal process of working together. Those commitments to the future were and are historical. It really is a testimony to the commitment of all the stakeholders to provide safe patient care to the citizens of Washington.

The result was the RN Staffing Law of 2008. The staffing law provides the following:

1. By September 2008, each hospital must establish a nurse staffing committee composed of at least half direct care RNs
2. Staff nurses will be selected by the local bargaining members
3. Posting of RN, LPN and other clinical staffing levels on each unit and shift
4. The Staffing Committee will develop, oversee and evaluate a nurse staffing plan for each unit and shift of the hospital based on:
   1. Census, including total numbers of patients on the unit on each shift and activity such as patient discharges, admission, and transfers
   2. Level of intensity of all patients and nature of the care to be delivered on each shift
   3. Skill mix, this includes support staff
   4. Level of experience and specialty certification or training of nursing personnel providing care
   5. The need for specialize or intensive equipment
   6. The architecture and geography of the patient care unit, including but not limited to placement of patient room, treatment area, nursing stations, medications rooms and equipment
   7. National standard/recommendation on nurse staffing as defined by National Nursing Specialty Organizations

These committees must be in place by September 2008, so as you read this, those committees are established. Those nurses selected to be on the committees are going to be working very hard and they need your input. They will be gathering specific data from their colleagues at the bedside to bring to the committee table. Each facility will have various methods to gather this data, but your role is to make sure your individual voice is heard. If you don’t know who your representative on the Staffing Committee is, it is your responsibility to find out, ask questions and provide your thoughts and feedback.

Florence Nightingale once said, “Nursing is a progressive art in which to stand still is to go back.” This is our opportunity to stride forward, taking huge steps to improve the safety of patients and our workplaces. Many are watching what we do in Washington. Some, I think, would rather see us falter, but most are watching in order to emulate and learn from what we do. Washington is one of a few states in the nation which have enacted safe staffing laws. The remaining states are also working with their legislators to make patient safety a priority through safe nurse staffing. What we do here, can effect patient care throughout the nation.

We have a huge job ahead of us. Together we can do it and impact our profession forever.
Kim Armstrong Elected Second-Vice President of ANA!

Twenty-five WSNA members were among the more than 600 elected registered nurse delegates representing the 54 Constituent Member Associations (CMAs) who attended the 2008 ANA Biennial House of Delegates (HOD) meeting held in Washington, D.C. June 24-27.

WSNA President Kim Armstrong and Executive Director Judy Huntington arrived in DC early to attend the Center for American Nursing meeting and LEAD conference and to meet and network with other states to help them understand why the eight states that disaffiliated from the UAN needed certain bylaws to pass to remain in ANA and to find out and clarify any concerns and issues they might have. Other early arriving WSNA Delegates participated in the ANA Lobby Day on Capitol Hill and met with all 11 of the Washington Congressional Delegation -- the first time we have accomplished that feat! A very successful day and great visibility for ANA and WSNA on the Hill! A big thanks to Sally Watkins, Jan Bussert, Tara Goode and Marty Avey for getting this accomplished!

WSNA’s Delegates had an exciting and exhausting time representing WSNA members in the ANA HOD (sessions started as early as 6 am one morning and delegates were often in meetings until 10 or 11 at night – so much for no mandatory overtime!) Our delegation included a wonderful mix of new and experienced delegates -- You all would have been very proud -- they spoke up eloquently at the hearings and forums and in the House of Delegates. They attended the caucuses and other working sessions until all hours of the day and night and engaged in lively discussions of the issues, carefully interviewed candidates for ANA office and debated the merits of the proposed bylaws and resolutions. And everyone cheered enthusiastically, waving signs of support and appreciation, when Senator Hillary Clinton arrived to address the HOD and thank ANA for support of her candidacy for President The next day, the House listened intently as Barack Obama spoke with ANA President, Becky Patton, and addressed the delegates by phone, outlining his ideas to address health care access and nursing issues. Even with this intense schedule, the WSNA Delegates found time to have some fun and celebrated with great pride when our own WSNA President, Kim Armstrong was elected Second-Vice President of ANA!

Representing WSNA this year were: Kim Armstrong, WSNA President (Olalla); Marty Avey (Spokane); Sally Baque, Olalla); Julia Barcott (Yakima); Lorraine Bethay (Yakima); Jan Bussert (Vashon Island); Dian Davis (Tacoma); Tim Davis (Mt. Vernon); Barbara Frye (Seattle); Tara Goode (Seattle); Sally Herman (Mt. Vernon), Judy Huntington (Kent) Susan E. Jacobson (Yakima); Louise Kaplan (Olympia); Keith Koga (Seattle); Mike Krashin (Lakewood); Aaron Lebovitz (Bellingham); Judi Lyons (Ellensburg); Sonya Miller (Puyallup); Jean Pfeifer (Kirkland); Pam Rime (Yakima); Evelyn Street (Olympia); John Tweedy (Camano Island); Judy Turner (Fox Island); and Julia Weinberg (Bow). Alternate Delegate Muriel Softti (Seattle) also attended as did two WSNA staff: Tim Sears, Chief General Counsel and Sally Watkins, Director of Nursing Practice, Education and Research.

Below is a brief summary of the HOD actions (a full report with the action on Bylaws and amended reference reports will be available soon on www.nursingworld.org and the next issue of The American Nurse.

Highlights of Actions on the 14 Proposed ANA Bylaws Amendments:

- Passed the amendment (#2) that eliminated the AOMs (passed by more than 80%) and also passed amendment (# 13) that removes the requirement that SNAs that do Collective Bargaining have to belong to the UAN (Passed by 79%)
- Approved the amendment to establish Organizational Affiliate categories for Labor and Workplace Advocacy
- Referred the amendments that would have allowed ANA to no longer be classified as a labor organization to the Business Arrangements Task Force
for a thorough study of the legal and financial impact of these proposed changes on ANA and the CMAs, with interim progress reports to each meeting of the Constituent Assembly, and to the ANA Bylaws Committee to meet the deadline for action at the 2010 ANA House of Delegates.

- Passed the amendment that designates one of the current at-large BOD positions for a new graduate within five years of graduation
- Defeated the President Elect amendment
- Did not expand the membership to include LPNs
- Retained the language in the Bylaws that currently requires a contract between a CMA and ANA before individual membership can be offered in a state by either ANA or the CMA

Delegates also took action on several Reference Reports

Amazingly, we dealt with and perfected all of the proposed resolutions (although we did have to start the HOD at 6am on Friday morning and worked through lunch to get all of the business done by the close of the HOD at 2 pm!):

- Criteria for Labor and Workforce Advocacy Affiliates (BOD-2)
- Educational Advancement for Registered Nurses (NY/NJ)
- Global Climate Change and Human Health (DE/BOD)
- Health Care Availability for Veterans and Their Families (NY-2)
- Healthy Food in Health Care (OR/WA)
- Human Trafficking (NY/AL)
- Nursing Profession’s Response to Intimate Partner Violence (OK)
- Protecting and Strengthening Social Security (ANA/C-4)
- Protection and Enhancement of Medicare (ANA/C-3)
- Residency Programs for New Graduate Nurses (ANA/C-1)
- Revisions to HOD Policies on Hearings on Bylaws Amendments & Reference Reports

The ANA HOD also included the "Nightingale Tribute" to departed nurses and as part of the ceremony, the state association presidents read aloud the names of their deceased colleagues who have passed since the 2006 HOD. President Armstrong read the names of 25 of our WSNA nurses into the record.

ANA Elections: Becky Patton Re-Elected as ANA President

ANA Delegates elected Rebecca M. Patton, MSN, RN, CNOR, of Lakewood, OH, to serve a second consecutive two-year term as president of the nation’s leading professional nursing organization representing the major health policy, practice and workplace issues of registered nurses (RNs) in the United States. A slate of 30 candidates vied for leadership positions during ANA’s 2008 elections. Patton and other nurse leaders were elected during the ANA House of Delegates biennial meeting which occurred on June 25-27, in Washington, DC.

Elected as Officers to serve two-year terms on the ANA Board are:

- First Vice President: Debbie Hatmaker, PhD, RN, SANE-A, chief programs officer, Georgia Nurses Association, resident of Bishop, GA (re-elected);
- Second Vice President: Coleene "Kim’Armstrong, BSN, RNC, staff nurse, Tacoma General Hospital, resident of Olalla, WA;
- Secretary: Susan Foley Pierce, PhD, RN, acting dean at the University of North Carolina Wilmington, resident of Oak Island, NC (re-elected); and
- Treasurer: Marilyn Sullivan, DSN, RN, LNC, CPE, staff nurse, Northshore
Regional Medical Center, resident of Slidell, LA.

The Director-at-large Board Members elected are:

- Florence Jones-Clarke, MS, RN, clinical instructor, Virginia State University, resident of Colonial Heights, VA;
- Karen Daley, MS, MPH, RN, FAAN, PhD candidate, Boston College, resident of Stoughton, MA; and
- Carrie Houser James, MSN, RN, CNA, BC, CCE, health educator, Brooks Health Center, resident of Orangeburg, SC.

Four nurses were elected to the Nominating Committee:

- Ernest Grant, MSN, RN, nursing education clinician – burn outreach, UNC HealthCare, resident of Chapel Hill, NC;
- Alice Wyatt, MSN, APRN-BC, nurse practitioner, Kulbersh Women’s Center, resident of West Columbia, SC;
- Barbara Vogel, BSN, RN-BC,

The Director-at-large Staff Nurse members elected are:

- Linda Gural, RN, CCRN, staff nurse/intensive care unit, Community Medical Center, resident of Toms River, NJ; and
- Julie Shuff, RN, CCRN, staff nurse, Bay Area Hospital, resident of Coos Bay, OR.

The five nurses elected to the Congress of Nursing Practice and Economics include:

- Merilyn Douglass, ARNP-C, ADM, family nurse practitioner, St. Catherine Hospital, resident of Garden City, KS;
- Sara McCumber, RN, CNP, CNS, nurse practitioner/care coordinator, Duluth Clinic-Elder Care, resident of Superior, WI;
- Mary Callan, MS, RN, FNP, BC, family nurse practitioner, Highland Family Medicine, resident of Webster, NY;
- Thomas Stenvig, PhD, MPH, RN, CNA, BC, associate professor, South Dakota State University College of Nursing, resident of Nunda, SD; and
- Linda Olson, PhD, RN, CNA, BC, dean and professor of nursing, North Park University, resident of Chicago, IL.

Again, a BIG thanks to all from WSNA who attended and worked so hard to preserve a strong and successful ANA and strong and successful State Nurses Associations. Your time and effort should be greatly appreciated by all of the WSNA and ANA family!
Can your insurance do this?

Who’s going to help pay for life’s necessities if you get sick or hurt and can’t work?

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

Aflac does what major medical insurance doesn’t. It puts cash in your pocket and in a hurry, helping you put food on the table, pay the rent, and take care of other bills. And if you’re laid up, those bills sure can pile up. Nearly half of the million Americans who filed for bankruptcy last year did so after being sidelined with an unexpected sickness like cancer or injury. And the majority of those people did have major medical insurance; they just didn’t have income.

For more information call the WSNA agent, Adrienne Herom at 425-478-3439, or visit the website www.chooseaflac.com/wsna, and apply for Aflac insurance policies that can help at the pump, or with any of your bills.
Make your plans now to attend the WSNA Biennial Convention on April 29 - May 1, 2009.

This action-packed two and a half day event will be held at the Hilton Seattle Airport Hotel & Conference Center. Activities will begin April 29th with an optional late afternoon trip to the Washington State History Museum in Tacoma to visit the 100 Years of Washington State Nursing exhibit followed by a Wine and Cheese Networking Reception later in the evening.

Don’t miss out on this important opportunity to join your nurse colleagues from all across the state. Learn about the important issues facing nurses today and in the future and what’s being done to address them. Enter into the dialog and help shape the direction of WSNA’s priorities for the coming biennium.

Something for Everyone! The convention will feature many nationally recognized speakers and presenters, including Barbara Dossey, PhD, RN, FAAN, who will deliver the convention’s keynote address. The WSNA General Assembly business meeting will be held, along with poster sessions, exhibits, CE sessions, the WSNA awards reception and many fun-filled events, good food, and lots of opportunity for networking and renewing and making new friendships! Keynotes/Plenaries and CE Sessions being planned include:

- Florence Nightingale Today: Healing, Leadership and Global Action
- The Nightingale Initiative for Global Health
- Nursing Workflow: Can Technology Really Help?
- The “Never Events” – Is This Finally Nursing’s Opportunity?
- Fatigue and the Impact on Patient and Nurse Safety
- Social Justice – The Future of Caring
- Continued Competency – Our Commitment to the Public
- Preventing and Dealing with Workplace Violence
- Transition into Practice – Keeping the Promise to New Nurses
- The Master Plan for Nursing Education
- Nursing Research & the Workplace - Where Are We Now and What’s Next?

Register early and become eligible for a very special door prize! Convention Registration forms will be available by calling Deb Weston at WSNA at 206-575-7979 ext 3003 or online at www.wsna.org after November 1, 2008.
For information on Exhibiting or Submitting a Poster Session, please contact Deb Weston at WSNA at 206-575-7979 ext 3003.

Also, don’t miss the WSNF SILENT AUCTION, Thursday, April 30, 2009 on the first full day of the WSNA Convention. Auction items are beginning to roll in and details will be posted on the WSNA website (www.wsna.org) in early March. To make a donation to the WSNF auction, call WSNA 206-575-7979 ext 3024.

Call for Nominations, Resolutions and Bylaws and WSNA Awards

Seeking Nominations for WSNA Elected Offices – The WSNA Nominations/Search Committees are seeking nominations for elected offices. Elections will occur by mail ballot following the close of the WSNA General Assembly on April 30, 2009. Each candidate for WSNA office must complete a Consent to Serve form and a written statement on his/her stand on WSNA programs. All WSNA members are eligible for office, however, candidates for the Cabinet on Economic and General Welfare and Economic and General Welfare Nominating/Search Committee shall hold current membership in WSNA, be represented for collective bargaining by WSNA, and meet the definition of staff nurse. Deadline for receipt of nominations at WSNA Headquarters is October 31, 2008.

Although members may declare their own candidacy by submitting a consent to serve form to the WSNA Secretary no later than sixty (60) days prior to the first meeting of the General Assembly (February 27, 2009) or by being nominated from the floor at the General Assembly (April 30, 2009), this will be too late for printing in the Winter Issue of The Washington Nurse. The names of candidates, regardless of method of nomination, will appear on the mailed election ballot and write-in candidates are allowed. Completed Consent to Serve forms are to be mailed to: Washington State Nurses Association, 575 Anover Park West, Suite 101, Seattle WA 98188.

For more information or to request a Consent to Serve form, contact Barbara Bergeron at WSNA, telephone 206-575-7979, extension 3024, or by e-mail at bbergeron@wsna.org or go to www.wsna.org.

The following offices are open to candidates and all offices are two year terms.

Board of Directors (11 members)
(1) President
(1) Vice President
(1) Secretary/Treasurer
(3) Directors At-Large
(2) Directors At-Large Staff Nurse

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

WSNA Nominations/Search Committee (3 members – candidate receiving the highest number of votes serves as the Chair)
Cabinet on Economic and General Welfare (10 members)
(1) Chair
(1) Vice Chair
(1) Secretary/Treasurer
(7) Members

Economic and General Welfare Nominating/Search Committee (3 members – candidate receiving highest number of votes is chair)
Legislative and Health Policy Council (4 to be elected)
(1) Chair
(3) Members

Professional Nursing and Health Care Council (7 to be elected)
(1) Chair
(6) Members

Delegates and Alternates to the 2010 and 2011 ANA House of Delegates Meetings
Call for Proposed Amendments to WSNA Bylaws

Deadline for receipt of proposed amendments to the WSNA Bylaws at WSNA Headquarters is October 31, 2008. Following the receipt of proposed amendments, the WSNA Bylaws Committee will meet to review proposed amendments. The committee’s recommendations will be submitted to the WSNA Board of Directors for approval. The Board-approved changes will be printed in the Winter 2008 issue of The Washington Nurse, and be submitted to the 2009 WSNA General Assembly for consideration at the WSNA Convention to be held April 29-May 1, 2009 at the Sea-Tac Hilton Convention Center. The proposed bylaws amendments will be presented and debated at the General Assembly meeting and will be sent to the membership for adoption by mailed ballot.

Call for Proposed Non-Emergency Resolutions

Deadline for receipt of proposed non-emergency resolutions at WSNA Headquarters is October 31, 2008. The WSNA Bylaws/Resolutions Committee will meet following the deadline to consider any proposed non-emergency resolutions that may go before the WSNA General Assembly, April 29-May 1, 2009. Any individual member or constituent group of WSNA may submit proposed resolutions. The resolutions form must be completed, including the cost impact. To receive a copy of the procedural guidelines and/or resolutions form, call WSNA at 206-575-7979.

2009 WSNA Awards Call for Nominees

The WSNA Awards Committee and the Professional Nursing and Health Care Council are seeking outstanding WSNA members as nominees for the 2009 WSNA recognition awards. Nominations must be received at WSNA no later than January 16, 2009. The awardees will be notified in March 2009. The awards, given every two years, will be presented at a special awards reception at the 2009 WSNA Convention to be held April 29-May 1 at the Sea-Tac Hilton Convention Center.

All nominations must be accompanied with a narrative from the nominator, listing the nominee’s credentials and achievements, and a copy of the nominee’s Curriculum Vitae/Resume must accompany the narrative. Nominating forms for the awards are available by calling Barbara Bergeron at WSNA at ext. 3024. The criteria for the awards are as follows:

WSNA Honorary Recognition Award

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

Nurse Candidate

Criteria:

1. An actively contributing member of the WSNA by
   a) having held elected state, district or local unit office.
   b) served as appointed chairholder at the state, district, or local unit level.

2. Made significant contributions to:
   a) the state or district association, or local unit.
   b) the professional practice of nursing.

3. Has been a consumer advocate and/or interpreted the role of nursing to consumers.

A narrative from the nominator, listing the nominee’s credentials and achievements must be submitted.

Lay Candidate

Criteria: Has demonstrated interest in professional nursing by

a) contributing in a concrete way to its growth and development.

b) promoting better understanding of professional nursing in the community.

A narrative from the nominator, listing the nominee’s credentials and achievements must be submitted.
Marguerite Cobb Public Health / Community Health Nurse Award

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

Criteria:
1. The nominee must be a current WSNA member or have been a WSNA member during the years of service for which this award is given.
2. The nominee must have made a significant contribution to the field of public or community health nursing.
3. The nominee must have expertise in professional and technical performance.
4. The nominee must have shown leadership in the field of public or community health nursing.
5. The nominee must have participated in the Washington State Nurses Association.

A narrative from the nominator, listing the nominee’s credentials and achievements must be submitted.

Joanna Boatman Staff Nurse Leadership Award

The Joanna Boatman Staff Nurse Leadership Award was established in 1995 in recognition of Joanna Boatman’s significant contributions to the advancement of staff nurses and her achievements in the economic and general welfare area of nursing in the state of Washington.

Criteria:
1. The nominee must have a Washington State RN License.
2. The nominee must be a WSNA Member, for at least one year.
3. The nominee must currently be employed as a staff nurse.
4. The nominee must have made a significant contribution to the advancement of staff nurses or in the Economic and General Welfare area of nursing. Contributions may be at the local or state level.

A narrative from the nominator, listing the nominee’s credentials and achievements must be submitted, and a copy of the nominee’s Curriculum Vitae/Resume must accompany the narrative.

ANA Honorary Membership Pin

The American Nurses Association Honorary Membership Pin is presented to a Washington State Nurses Association member or members in recognition of outstanding leadership, as well as participation in and contributions to the purposes of WSNA and ANA.

Criteria:

The nominee(s) must
1. Hold current WSNA membership.
2. Have held elective state, national or district office.
3. Have served as an appointed chairperson of a state, district or national committee.
4. Have demonstrated outstanding leadership that contributed to the purposes of the WSNA, District, or ANA.

A narrative from the nominator, listing the nominee’s credentials and achievements must be submitted.
CONSENT TO SERVE FORM
WSNA Elected Offices and Cabinet, Councils and Committee Appointments

PLEASE COMPLETE PAGES 1 AND 2. IN ADDITION, IF YOU ARE SEEKING A CABINET, COUNCIL, OR COMMITTEE APPOINTMENT, COMPLETE PAGE 3. IF YOU ARE SEEKING AN ELECTED OFFICE, COMPLETE PAGE 4.

Please type or neatly print, and return the completed form to WSNA, 575 Andover Park West, Suite 101, Seattle WA 98188. If possible, please enclose an identified head and shoulders photograph if you do not have one currently on file at the office.

MEMBER INFORMATION

I consent to be a nominee for position(s) specified on pages two and/or three of this form. __________ (initial)
Name:_____________________________________________________________  Current Member of District #_____
Street Address:____________________________________________________________________________________
City:__________________________________________________________  State:______  Zip:___________________
Home Telephone:____/_____-_______, Work Telephone:____/_____-_______, Birth Date (optional):_______________
E-mail Address:_________________________________________________________, Facsimile:____/_____-_______
(Note: Proficiency with use of e-mail, MS Word and PDF software, while not a requirement to run or hold WSNA office, is highly recommended since the Board, Cabinet, Councils and Committees do communicate regularly and conduct some business electronically.)
To assist with legislative activities, please indicate your: Legislative District #_______  Congressional District #_____

NURSING PREPARATION

Please state your highest nursing degree and non-nursing education.
☐ Diploma  School:
☐ Associate Degree  School:
☐ Baccalaureate  School:
☐ Masters  School:
☐ Doctorate  School:
☐ Non-Nursing Education  School:

PROFESSIONAL EXPERIENCE

Present Position:___________________________________________________________________________________
Employer:________________________________________________________________  Dates:__________________
If not presently employed in nursing, please list your present occupation:_______________________________________
Employer:________________________________________________________________  Dates:__________________
WSNA INVOLVEMENT

I have been a WSNA member since _______.

Present Offices

WSNA Office:_________________________________________________________  Term:____________________
_________________________________________________________________________________________________
Local Unit Office:_________________________________________________________  Term:____________________
_________________________________________________________________________________________________
District Office:___________________________________________________________  Term:____________________
_________________________________________________________________________________________________
National Office:__________________________________________________________  Term:____________________
_________________________________________________________________________________________________

Previous Offices

WSNA Office:___________________________________________________________  Term:____________________
_________________________________________________________________________________________________
Local Unit Office:_________________________________________________________  Term:____________________
_________________________________________________________________________________________________
District Office:___________________________________________________________  Term:____________________
_________________________________________________________________________________________________
National Office:__________________________________________________________  Term:____________________
_________________________________________________________________________________________________

PERSONAL INFORMATION

Honors and Awards:________________________________________________________________________________
_________________________________________________________________________________________________
Professional Memberships:___________________________________________________________________________
_________________________________________________________________________________________________
Professional Interests:_______________________________________________________________________________
_________________________________________________________________________________________________
Community Involvement:____________________________________________________________________________
_________________________________________________________________________________________________
Personal Interests:__________________________________________________________________________________
_________________________________________________________________________________________________
Family Members Names and Ages (optional):____________________________________________________________
_________________________________________________________________________________________________
Quote on Nursing (optional):_________________________________________________________________________
_________________________________________________________________________________________________
_________________________________________________________________________________________________
_________________________________________________________________________________________________
_________________________________________________________________________________________________
_________________________________________________________________________________________________
COUNCIL, COMMITTEE, FOUNDATION, PAC APPOINTMENTS

- **BYLAWS/RESOLUTIONS** (approximately two one-day meetings/biennially, one one-day meeting prior to convention, and as needed at convention): Responsible for developing proposed changes in WSNA Bylaws including amendments and/or revisions; edits and prepares resolutions for presentation to the General Assembly.

- **FINANCE** (three one-day meetings/year): Prepares and monitors the annual WSNA Budget for Board approval. Recommends changes in finance policies and dues structure.

- **NOMINATIONS/SEARCH** (two to three one-day meetings/year): Prepares the ticket for election of WSNA Officers, Directors, Councils and Delegates to ANA Convention/House of Delegates; and prepares a list of candidates for appointment to WSNA councils and committees.

- **PROFESSIONAL NURSING AND HEALTH CARE COUNCIL** (three one-day meetings/year): The council shall fulfill the responsibilities as defined by the Board of Directors which are reviewed biennially and approved by the Board of Directors. Task Forces will be appointed by the council subject to approval and funding by the Board of Directors, and will meet to accomplish projects and then are disbanded.

- **LEGISLATIVE AND HEALTH POLICY COUNCIL** (three one-day meetings/year): The Council's responsibilities are defined by the Board of Directors and reviewed biennially.

- **CONVENTION PLANNING** (two to three one-day meetings biennially): Plans biennial WSNA Convention and recommends theme, speakers, and format to the WSNA Board of Directors for action.

- **OCCUPATIONAL AND ENVIRONMENTAL HEALTH AND SAFETY COMMITTEE** (one to two one-day meetings/year and electronically as needed): Identify workplace and environmental health and safety concerns of the nursing profession and develop strategies to effectively address them. Six members appointed by the WSNA Board of Directors; one member each from WSNA Board of Directors, Cabinet on Economic and General Welfare, Legislative and Health Policy and Professional Nursing and Health Care Councils, and two at-large members.

- **CONTINUING EDUCATION APPROVAL AND RECOGNITION PROGRAM (CEARP) COMMITTEE** (two one-day meetings/year): Conducts and evaluates CEARP consistent with American Nurses Credentialing Center-Commission on Accreditation (ANCC-COA) Standards. Reports to the Professional Nursing and Health Care Council.

- **WSNA PAC BOARD OF TRUSTEES** (one to four meetings/year): Plans and implements endorsements, fundraising, candidate support activities and political education. Members of this board represent the nine congressional districts and one member-at-large.

- **WASHINGTON STATE NURSING FOUNDATION BOARD OF TRUSTEES** (four to eight meetings/year): Supports recruitment of individuals into nursing; assists in fund development and donor cultivation/funds seminars and workshops for nurses and the public; provides means for publication of books and other printed or audiovisual materials; encourages participation of the public in workshops or other programs on health issues. Board of Trustees consists of not less than five or more than nine, a majority of whom shall be members of the WSNA Board of Directors. Trustees shall be elected by the active members of the Foundation at the annual meeting.

- **FINANCIAL AID** (mostly conference calls): Reviews/acts upon requests for financial assistance within guidelines established by the WSNF Board of Trustees.
ELECTED OFFICES

I consent to have my name considered for nomination to the following elected WSNA Offices and/or as a Delegate to ANA Convention.

☐ PRESIDENT, two years  ☐ DIRECTOR, two years
☐ VICE PRESIDENT, two years  ☐ At-Large
☐ SECRETARY/TREASURER, two years  ☐ At-Large Staff Nurse
☐ WSNA NOMINATIONS/SEARCH COMMITTEE MEMBER, two years
☐ E&GW NOMINATING/SEARCH COMMITTEE MEMBER, two years

CABINET ON ECONOMIC AND GENERAL WELFARE, two years
☐ Chair (also serves on WSNA Board of Directors)
☐ Vice Chair
☐ Secretary/Treasurer
☐ Member

PROFESSIONAL NURSING AND HEALTH CARE COUNCIL, two years
☐ Chair (also serves on WSNA Board of Directors)
☐ Research
☐ Education
☐ Practice
☐ Administration
☐ Ethics and Human Rights
☐ At-Large

LEGISLATIVE AND HEALTH POLICY COUNCIL, two years
☐ Chair (also serves on WSNA Board of Directors)
☐ At-Large

☐ STAFF NURSE DELEGATE TO ANA HOUSE OF DELEGATES - a non-supervisory nurse who is a member of WSNA Bargaining Unit or is bargaining unit eligible.

☐ AT-LARGE DELEGATE TO ANA HOUSE OF DELEGATES - any member not covered under the Staff Nurse definition.

Print your name as it should appear on the ballot:_______________________________________________
Candidate’s Statement:
___________________________________________________________________________________________________
____________________________________________________________________________________________________
____________________________________________________________________________________________________
____________________________________________________________________________________________________

Information on this page will be used by the Nomination/Search Committee to prepare the ticket. Not all nominees are placed on the ticket. If your name does not appear on the ticket and you wish to be a candidate, you may be a self-declared candidate by notifying WSNA Headquarters prior to the stated deadline.

Information on the opposite page will be used by the Nominations/Search Committee, the Cabinet, Councils, and the WSNA Board of Directors in seeking cabinet/committee members and alternates. Appointments to WSNA committees are for two years. Please indicate by preference, “1” being the highest priority, the cabinet/councils/committees on which you would like to serve.

If elected or appointed to the WSNA Board of Directors, a Cabinet, Council or Committee, it is my obligation to attend meetings. If I am unable to fulfill this commitment, I will resign.

Signature:_______________________________________________ Date____________________
_____________
WSNA Disaster and Emergency Preparedness Committee to be formed

At the request of the WSNA Professional Nursing and Health Care Council (PNHCC), the WSNA Board of Directors, during their July meeting, approved the appointment of a Disaster and Emergency Preparedness Committee. This Committee will function as a Special Committee of PNHCC and will be composed of seven members appointed by the Council, one of whom will be named the Chair.

Members of the Committee will have a strong interest in issues such as emergency preparedness, standards of care for altered conditions, collaborative disaster management strategies, facilitating deployment of Registered Nurses to care delivery sites, and developing as well as strengthening the roles for student nurses during disaster situations.

The Committee will meet face-to-face at least twice a year and as needed electronically to discuss issues and develop strategies to effectively address the multitude of disaster management issues and needs. Strategies may include collectively working to develop and recommend position papers, prepare articles for publication, prepare and deliver testimony at Legislative hearings, and speak at meetings and conferences within the area of their disaster management/emergency preparedness interest and expertise. The Committee will provide a report to the WSNA PNHCC at least once a year and more often as requested.

If you have an interest in being appointed to this Committee, please notify Sally Watkins, PhD, RN, Director of Nursing Practice, Education and Research (swatkins@wsna.org).

Fatigue: Implications for Nursing Practice

The issue of fatigue has become a popular topic for discussion most recently as it relates to patient safety and nurse well-being. Given aging nursing professionals and the ensuing nursing shortage, recruiting and retaining nurses has become a key focus for most institutions. Providing a supportive care environment has included many components for promoting the health and safety of patients as well as staff. Components such as adequate staffing, no mandatory overtime, coverage for breaks, expansion in the use of safety checklists, nationally standardized processes such as same color patient ID bands and code names for such events as cardiac arrest and fire, no interruptions for the health care provider standing in the medication room or at a medication-dispensing station, are frequently items of discussion and emerging key focus areas. And, many of these components have an element related to the concept of fatigue.

As nursing professionals we are obligated to explore these components, and where possible, to create environments where we can study the implications of these various care delivery strategies. Additionally, where there is evidence to support making changes in practice, we as professionals are obligated to pay attention to such evidence and make decisions accordingly — in administrative practice, clinical practice, as well as individual professional practice.

The Washington State Nurses Association prioritized the issue of fatigue as an area of practice needing serious attention. Accordingly, the development of a document: Quality of Care, Nurses’ Work Schedules, and Fatigue: A White Paper was commissioned with Jan Ellis, PhD, RN, ANEF. This paper was unanimously approved by the WSNA Board of Directors during their July meeting. Dr. Ellis is to be commended for a superb job in the research and writing of this paper. The paper summarizes research from not only the healthcare field, but other areas of work. Recommendations are made for individual actions, employers, education, practice, research and policy.

Additionally WSNA, in collaboration with the Northwest Organization of Nurse Executives, co-sponsored a workshop on June 20, 2008. The keynote speaker for the program was Ann Rogers, PhD, RN, FAAN, Associate Professor at the University of Pennsylvania. Dr. Rogers holds a joint appointment with the School of Nursing and the School of Medicine’s Division of Sleep and Respiratory Neurobiology. Her research has focused exclusively on sleep and sleep disorders. Her recent work has focused on the effects of fatigue and patient and nurse safety. During her presentations she also shared several tools that can be utilized individually to assess fatigue and sleep: Epworth Sleepiness Scale (ESS) assessment tool and the Pittsburgh Sleep Quality Index (PSQI) tool.

In addition to Dr. Rogers’ presentations and Dr. Jan Ellis reviewing the White Paper, a panel of nurses presented a variety of fatigue related issues faced in the practice environment from multiple perspectives.
First, Fiona MacPherson, PhD, RN, a Clinical Assistant Professor from the University of Washington School of Nursing, shared the results of a recent survey concerning educators incorporating the issue of fatigue management into their curriculum. Perspectives from both educators and students were presented, culminating in findings showing that educators need to more directly address these issues as they provide not only didactic material, but manage clinical placements. June Altaras, MN, RN, a Nurse Manager from Swedish Medical Center, then shared her experiences in managing the complexities and challenges of providing safe quality patient care, staffing to acuity, and facilitating work-life balance of nursing staff in a large urban hospital. Diana Leback, BSN, RN, spoke from the perspective of a Chief Nursing Officer of a critical access hospital. And, the final panelist, Kim Armstrong, BSN, RN, President of WSNA, spoke from the perspective of a Chief Nursing Officer of a critical access hospital. All were powerful presenters, clearly articulating the various dilemmas faced in the work place as all worked to balance the delivery of quality patient care with the needs of individual staff members.

A final panel was a presentation by several nurses from Northwest Hospital and Medical Center in Seattle: Lorna Andrews, MBA, RN, Director of Nursing; Theresa Malijan, BSN, RN, Manager of Surgical Services; Sacha Singh, BSN, RN, Staff RN in the Emergency Department; and, Dawn Williams, ADN, RN, Emergency Department Manager. They discussed several strategies they have implemented at Northwest to foster a more supportive environment such as methods to facilitate staff taking breaks, creating new meeting paradigms, and environmental design that promotes staff rest and relaxation during breaks.

Under the expert facilitation of Ruth Hansten, PhD, RN, the close of the day captured numerous practice recommendations developed in a very collaborative process by workshop participants including staff nurses, nurse managers, nurse educators, and chief nursing officers. These recommendations fall into the areas of education, staffing and scheduling, clinical practice, developing supportive cultures fostering healthy environments and self care, management role-modelling, community collaboration, and policy development.

All of these recommendations as well as the White Paper, materials from the workshop, sleep assessment tools, and additional references can be found on our new web page: http://www.wsna.org/Topics/Fatigue/. We highly encourage you to visit this web site and will continue to add references and new material as it becomes available. Due to the huge success and positive feedback received, we are already discussing repeating this workshop in the Spokane area during 2009!

Violence in the Workplace: A New WSNA Position Paper

After several years of hard work collecting information, reviewing the research, and exploring the positions of numerous organizations, the WSNA Occupational and Environmental Health and Safety Committee recently completed a Position Paper on Violence in the Workplace. WSNA now joins the American Nurses Association, the National Institute of Occupational Health and Safety, the Occupational Health and Safety Administration, Joint Commission, the Washington State Department of Labor and Industries, the American Association of Occupational Health Nurses, the International Council of Nurses, and others in recognizing the significant that exist in the workplace placing employees at risk. Definitions of workplace violence are explored in this paper including viewing such with a "broad lens encompassing physical, psychological and property impacts." As captured by the Bureau of Labor and Statistics (2001), "48% of nonfatal injuries from violent acts against workers occurred in the health care sector." In Washington State, healthcare settings ranked among the top four locations reporting incidents of workplace violence. According to OSHA (2004), nurses, nurse aides, and orderlies suffer the highest proportion of these injuries. Additionally, emergency department workers voice increasing concerns about personal safety.

Issues of lateral violence, bullying and harassment have also been identified as disruptive behaviors in the workplace. Verbal and nonverbal behaviors associated with this form of violence have included, but not been limited to, verbal abuse, backstabbing, sabotage, and withholding information. Additionally, bullying has been defined as insulting or malicious behavior or abuse of power causing an individual to feel threatened, humiliated or intimidated, causing the person to feel stressed and contributing to loss of self-confidence. (Center for American Nurses)

Causes of workplace violence are explored in this paper including the influence of societal issues such as the continual increase seen in drug use, presence of weapons, lack of coping skills, and dementia and psychosis. Recognition is given to the impact of increasing incidents of domestic violence being brought into the workplace.

WSNA’s position is a comprehensive one incorporating the endorsement of human-centered workplace cultures based on safety, dignity, non-discrimination, tolerance, equal opportunity and cooperation. Additionally, the position includes elements of personal
responsibility. Recommendations are made in the areas of research, legislation, work environments focusing on creating “cultures of safety”, and education.

WSNA would like to recognize and acknowledge the work of the Occupational and Environmental Health and Safety Committee in the development of this paper. Specifically, we would like to thank Maggie Flanagan, RN; Sheri Bradley, MS, RN; and Annie Bruck, MN, RN.

**Continuing Competency**

**A Current Priority of the Nursing Commission**

The Washington State Nursing Care Quality Assurance Commission is vested as the legal authority for nursing licensure, discipline and education, and responsible to assure the competency of those nurses granted a license in this state. While currently there is no regulatory requirement for documenting continuing competency, the Commission has been tasked with determining an approach to fulfilling this obligation.

Several approaches have been explored including mandating continuing education which was required in Washington State during the 1970’s, but disbanded. While several states have mandated continuing education, research as shown that this alone is not sufficient to ensure competency. Later, another model was explored – portfolios. This, too, was abandoned as an option because there were numerous burdens placed upon the nurse as well as those who would monitor compliance. Therefore, another model has been explored and is in the process of being formally developed. This particular model incorporates three components:

- Active nursing practice
- Self-reflection and assessment of current knowledge, technical ability and learning needs
- Creation of a Continuing Competency Development Plan demonstrating continual learning by the nurse.

The Commission is in the process of developing a detailed description of this model including articulating the specific required elements for which a nurse (both RN and LPN) will be responsible. The evolving Continuing Competency Program is being planned in phases. This first phase is focused on engaging key stakeholders in the evaluation of the draft model and implementation strategies. The primary goal is to obtain feedback on the detailed description and required elements. This first phase is targeted to be completed by December, 2008. Hearings have been held across the state, and additional hearings are being scheduled.

The best way for you to keep informed about this project is to sign up on the Nursing Commission’s ListServ: http://listserv.wa.gov/cgi-bin/wa?A0=NURSING-QAC

This will allow you to receive dates, times, and locations of upcoming hearings. You can add or delete your name at any time.

WSNA highly encourages you to get involved in this initiative. Once this program is adopted and rules are finalized, at the time of licensure renewal you will be required to sign an attestation that you are in compliance with this program. There will be an auditing process established to verify compliance. If you have any questions, please do not hesitate to contact Sally Watkins, PhD, RN, WSNA Director of Nursing Practice, Education and Research at swatkins@wsna.org.

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**Recommended Reading**

**On Cultural Diversity and Competency**

*The Spirit Catches You and You Fall Down: A Hmong Child, her American Doctors, and the Collision of Two Cultures*, by Anne Fadiman (1998)

**On Staffing**

HEAL-WA New Web Resource to be Available to Nurses

Beginning in January 2009, registered nurses throughout Washington State will be able to find online information to support patient care through a brand-new web site, known as HEAL-WA.

Background

In 2007, the Washington State legislature passed a comprehensive bill aimed at improving access to health care for everyone in Washington. One very short section of that much larger bill encouraged practitioners to use evidence-based information to make patient care decisions, and required the University of Washington Health Sciences Libraries to make this information available online to a variety of health care providers across the state, including registered nurses. The legislation mandates the web site be available by January 1, 2009.

The legislation also directed that the new web site would be funded by a fee from all of the affected practitioners. You may already have received your license renewal with the HEAL-WA fee added, and you might be wondering what you’ll get for this fee. Below are a few facts about the program.

What is HEAL-WA?

HEAL-WA (Health Electronic Resource for Washington) is the evidence-based health sciences information portal being developed by the University of Washington Health Sciences Libraries in response to Sections 11 and 12 of Senate Bill 5930, which was signed into law in May 2007.

Where did the idea for HEAL-WA come from?

Improving health professionals’ access to information statewide was one of 16 recommendations of Governor Gregoire’s Blue Ribbon Commission on Health Care Costs and Access. This legislation encourages practitioners to rely on evidence-based information to deliver health care. The HEAL-WA site will provide electronic access to information for many practitioners who do not currently have access to resources through the services of a health sciences library.

Who will have access to the site?

All professionals licensed by Washington State who are members of one of the named professions will be able to use the resources in the web site. Professions named in the legislation are registered nurses, physicians, physician assistants, osteopathic physicians, osteopathic physicians’ assistants, massage therapists, naturopaths, podiatrists, chiropractors, psychologists, optometrists, mental health counselors, clinical social workers, and acupuncturists.

How will the site be funded?

The site will be funded by an add-on to the license fees of the named practitioners.

When will the site be available?

The site is scheduled to go live by January 1, 2009. You can expect to be able to use a limited number of resources beginning in Fall 2008, as we begin adding resources to the site and making free trials available. We will also be inviting user feedback at that time.

Will health practitioners across the state have access to the HealthLinks site at UW Health Sciences Library?

Although there may be some overlap between the resources contained in HEAL-WA and HealthLinks, the HEAL-WA portal will be a completely separate resource from the services provided to University of Washington faculty, staff, and students. Access to HEAL-WA will not include access to all of the resources contained in HealthLinks.

What will be included in HEAL-WA, then?

The HEAL-WA web site will be aimed at giving practitioners in each of the named professions access to timely, evidence-based answers to their patient care questions, and will contain a variety of resources including:

- online databases
- electronic journals
- full text articles
- electronic textbooks

If you would like to make suggestions for resources you wish to see included, or offer feedback on this project, please contact Valerie Lawrence, MLS, Acting HEAL-WA Resource Coordinator, at (206) 221-2452 or by e-mail at vjlawren@u.washington.edu.
Washington State Nurses Association Political Action Committee (WSNA-PAC) has completed its 2008 Health I.Q. Candidate Evaluation Process. This is a critical election year including all 98 of our state representatives up for election as well as 24 out of the 48 state senate members.

WSNA-PAC is committed to its mission as a non-partisan organization representing the interests of nurses concerned with promoting quality patient care through the political process. No WSNA dues monies are used to support candidates and contributions to the WSNA-PAC are voluntary and are made in compliance with Washington State campaign financing law in Title 42 RCW.

The candidates listed below have received endorsement from WSNA-PAC for 2008. WSNA-PAC prides itself on using its limited resources efficiently and wisely to assist candidates who have demonstrated strong support for WSNA’s legislative issues and those who are prominent leaders on health care issues.

<table>
<thead>
<tr>
<th>Legislative District &amp; Position</th>
<th>Candidate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governor</td>
<td>Chris Gregoire</td>
</tr>
<tr>
<td>LD01 - House 1</td>
<td>Al O’Brien</td>
</tr>
<tr>
<td>LD01 - House 2</td>
<td>Mark Ericks</td>
</tr>
<tr>
<td>LD01 - Senate</td>
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<td>Craig Pridemore</td>
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D = Democrat; R = Republican
SENATE
State Senator Rosemary McAuliffe, Democrat from the 1st Legislative District
Rosemary is currently the incumbent Senator seeking re-election. Senator McAuliffe graduated from Seattle University with a Bachelor of Science in Nursing & is now retired from nursing. As Chair of the Senate Early Learning & K-12 Education Committee, she considers policy and finance issues related to schools and learning from birth through twelfth grade and preparation for later learning experiences. Rosemary has an interest in improving the student/nurse ratio & delivery of health services to students in the public school system. Current Legislative Committees: Senate Early Learning & K-12 (Chair); Human Services & Corrections; Rules.

State Senator Cheryl Pflug, Republican from the 5th Legislative District
Cheryl was appointed to the Senate in 2004, & is running for re-election. Before she was appointed, Senator Pflug served three terms in the House of Representatives. Pflug is a critical care nurse, who earned a Bachelor of Science in Nursing from the University of Washington. Past nursing experience includes cardiac surgical care, operating room, family practice, medical-surgical, and school nursing. Senator Pflug is Ranking Republican on the Senate Health & Long Term Care Committee & is a member of the Governor’s Blue Ribbon Commission on Health Care Costs & Access. Current Legislative Committees: Senate Health & Long Term Care; Transportation; Rules.

State Senator Margarita Prentice, Democrat from the 11th Legislative District
Margarita is seeking re-election to the Senate for her 5th term, after serving in the House of Representatives from 1988 through 1992. She graduated from St. Joseph’s School of Nursing in Phoenix and also attended the University of Washington. She is a retired RN, who worked in the emergency room, obstetrics, long term care, & in administration. Margarita is an advocate for patient safety, quality care & access to health care.

Senator Prentice is currently Chair of the powerful Senate Ways & Means Committee. As Chair, she is responsible for developing operating and capital budgets, tax and pension policy and other matters having a fiscal impact on the state. The W&M Committee also reviews and analyzes any legislation that has an impact on state revenue. Current Legislative Committees: Senate Ways & Means (Chair); Labor, Commerce, Research & Development; Financial Institutions & Insurance.

HOUSE
State Representative Dawn Morrell, Democrat from the 25th Legislative District
Dawn was elected to the House of Representatives in 2002 & is seeking re-election. Representative Morrell earned her Bachelor of Science in Nursing from the University of Washington, Tacoma. Dawn continues to work as a certified critical care RN at Good Samaritan Hospital in Puyallup where she has worked since 1984. Representative Morrell’s current legislative assignments include: House Health Care and Wellness Committee (Vice Chair), Appropriations, Select Committee on Environmental Health, Joint Select Committee on Veterans and Military Affairs, Chair, Joint Legislative and Executive Task Force on Long-Term Care Financing and Chronic Care Management, Rules Committee & State Council on Aging.

State Representative Tami Green, Democrat from the 28th Legislative District
The incumbent House of Representatives member, Tami Green...began her career as a registered nurse in 1982 after she graduated with an Associates of Applied Sciences Degree in Nursing from Belleville Area College, Belleville, Illinois. Since living in Washington she has worked at the Western State Hospital and the Child Study and Treatment Center, caring for Washington’s most severely mentally ill adults and children; Good Samaritan Behavioral Healthcare in Puyallup; and currently she is employed with Maxim Health Care. Representative Green has spent twenty-three years in direct care nursing, and four years as a health care employee representative. Tami currently serves as a member on the following committees: House Health Care & Wellness, Commerce & Labor, Appropriations, & Rules.

State Representative Eileen Cody, Democrat from the 34th Legislative District
Eileen is a RN who specializes in Multiple Sclerosis rehabilitation and works as a staff nurse at Group Health Cooperative (1978 - present). She has served 13 years in the House of Representatives & is running for re-election. Representative Cody is Chair of the House Health & Wellness Committee, serves on the House Appropriations Committee, Joint Legislative Mental Health Task Force - Co-chair & is a member of the Governor’s Blue Ribbon Commission on Health Care Costs & Access. Rep. Cody has received numerous awards for her leadership including being a past recipient of the Washington State Nurses Association Legislator of the Year Award.
Learn about critical nursing and health care legislation to be considered during the 2009 Legislative Session.

Obtain the skills needed to become a citizen lobbyist. Learn how to communicate effectively with your elected officials.

Visit with your state representatives and let them know which issues are important to you.

Unite with other nurses, and educate lawmakers on nursing and health care issues.

Join hundreds of nurses and nursing students from around Washington State.

It’s an energizing, educational, fun-filled day.

February 2, 2009

Save the Date!
The Nursing Practice and Education Specialist facilitates the development, implementation and evaluation of assigned programs within and related to nursing practice, education, and research. This includes activities identified by the Professional Nursing and Health Care Council. This individual develops and implements activities, tools, and mechanisms aimed at improving and/or advancing nursing practice through regulation, government relations, or individual nurse activity.

**Duties and responsibilities** shall include but not be limited to:

- Promotes and implements the WSNA professional nursing practice and education programs in cooperation with councils, cabinet, committees, and other appropriate groups and individuals.
- Assists nurses and practice committees in developing and implementing activities aimed at identifying and resolution of problems in nursing practice and education, as well as raising standards of nursing care.
- Oversees the implementation, maintenance, and evaluation of WSNA's on-line education program.
- Prepares and channels communication about nursing practice and education to component and constituent parts of WSNA, including The Washington Nurse, the WSNA website, and other WSNA publications.
- Provides consultation and advice, and interprets information for officers, committees, individual members of WSNA and the public about nursing practice standards, policies, and issues.
- Assists in the identification of significant issues, trends and developments which may impact the practice of nursing.

**Qualifications:**

Masters in Nursing and at least five years experience in nursing. Experience with regulatory boards, volunteer committees, public speaking, writing skills, and knowledge of the Washington State Nurse Practice Act preferred. Teaching experience and adult education background are essential.

**To Apply:**

Mail, fax or email resume:

**WSNA**
Attn: Sally Watkins
575 Andover Park West, Suite 101, Seattle, WA 98188
206-575-1908 FAX
swatkins@wsna.org
Implementation of New Safe Staffing Law

The passage of the 2008 Safe Nurse Staffing law is both a challenge and a golden opportunity for nursing professionals to collaboratively determine staffing needs and study the relationship between better staffing and patient/nurse retention outcomes in their own institutions. It is a chance for the profession to more clearly articulate the difference that RNs make in the delivery of safe, effective and appropriate patient care.

The new law requires each hospital, by September 1, 2008, to establish a nurse staffing committee with staff nurses composed of at least half of the committee. This committee will then develop unit and shift specific nurse staffing plans based on specific criteria.

The work is being coordinated by the Ruckelshaus Steering Committee (which includes representatives from WSNA, WA State Hospital Association, NW Organization of Nurse Executives, SEIU 1199NW and UFCW). The Steering Committee has met five times since the bill was signed into law and has meetings scheduled at least monthly through the end of the year. Among the highlights accomplished thus far are:

**Staffing Committee Training**

The Education Advisory Committee has developed a special training program for the members of the hospital staffing committees - both administration and staff nurses. The program was offered in a one-day (8:30am-4:30pm) format in both Seattle and Spokane. Nearly 500 committee members from the majority of Washington hospitals participated.

**Data Collection**

The Steering Committee has identified five indicators (pressure ulcer rate/prevalence, falls prevalence, falls with injury, skill mix and nursing care hours per patient day) that would be valuable to collect and examine centrally in an effort to learn about nurse staffing impacts. The committee is also working with the Washington State Department of Health to include staffing information in adverse events data that could be compiled for examination.

**Research**

Dr. Pamela Mitchell, PhD, RN, FAAN, a nationally known expert, and the Associate Dean for Research from the University of Washington School of Nursing, is leading preparation of a summary of research and prevailing policy approaches regarding the effects of nurse staffing. She is also coordinating committee consultation with other experts in the field.

**Immediate Staffing Response Pilot Project**

The Steering Committee has created an advisory committee to develop and pilot an “Immediate Staffing Alert” Response Process in three Washington hospitals. The pilots are planned to begin this fall, and the results will be reviewed to determine if the model can be used more broadly.

WSNA is committed to providing our nurses with ongoing support and education to ensure your abilities to positively impact the staffing decisions at your hospital. In addition to the joint training with the Ruckelshaus Center Steering Committee, WSNA will be launching a series of workshops around the State in the fall to bring additional training to our staff nurses.

**Workshops**

Classes will be offered at the following dates and locations:

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<tr>
<th>Location</th>
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<tr>
<td>Spokane</td>
<td>October 13</td>
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<td>Tacoma</td>
<td>October 22</td>
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<td>Vancouver</td>
<td>October 23</td>
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<td>Yakima</td>
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<td>Bellingham</td>
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<td>Seattle</td>
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For more information about the implementation of the new law and upcoming workshops, please go to wsna.org.
School Starts!

The fall sessions began the first week of September, with classes held in Spokane and Seattle. The two fall tracks are Grievances and Negotiations. The winter tracks will be: Leading a Local Unit and Labor Law /Special Topics. In the spring of 2009, Grievances and Negotiations tracts will be repeated.

Each track consists of 5 classes, with each class approximately 2-3 hours.

Advance registration is required for these FREE classes.

Please call or email Kathryn MacLeod at 1-(800) 231-8482 or kmacleod@wsna.org

More information is available on the WSNA Website at:
www.wsna.org/labor/Labor-Studies-School/

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<th>Track</th>
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<td>Seattle: Jan 13</td>
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Jean Pfeifer Retires after 35 years at Children’s Hospital

The Children’s Hospital Medical Center Local Unit threw a summer party at Salty’s Restaurant in Seattle on July 31st. The party was to honor the work and dedication of former Local Unit Chair, grievance officer and long time negotiating team member, Jean Pfeifer.

Dozens of Jean’s friends and colleagues shared an evening of fun and laughter as they shared stories, secrets and successes. The crowd was a mix of “old time” Children’s nurses who have known and worked with Jean on her unit and in WSNA activities over 35 years, newer nurses Jean has mentored, and a table of brand new graduates. WSNA staff, Executive Director Judy Huntington, Director of Labor Relations, Barbara Frye, Director of Practice Ed and Research, Sally Watkins, and Nurse Rep Rosie Tillotson, recognized Jean’s work at the state level of WSNA, and joined in the celebration. Jean was gracious and touched as she accepted the beautiful hand-blown glass vase (personally selected by WSNA LU Membership officer Jeremy King). Her remarks were a clinic in membership recruitment, as she urged all to become more involved in WSNA, and made sure everyone knew exactly how to do that! Jean made it clear that while she is retiring from Children’s, she is not retiring from WSNA work, which brought smiles to the faces of the WSNA staff present.

Local Unit Chair, Edna Cortez, demonstrated the true calling might be “Event Planner Extraordinaire.” She arranged the wonderful buffet dinner, entertainment, the spectacular setting, and door prizes for attendees and served as MC. One of the highlights was the performance by an unnamed group of nurse singers, led by Children’s own Penny Pefley. They sang an original composition, composed and arranged by Pefley entitled “Musical Tribute to Jean Pfeifer (Whose Service to the Nurses of Seattle Children’s Has Been Legendary.)” Nurses in the audience joined in on the chorus with gusto. There wasn’t a dry eye in the house as the song was sung.

It was a fabulous night, and a wonderful celebration of the contributions and career of one of WSNA’s and Children’s Hospital’s most active and respected leaders.

Rally at Ocean Beach

by Judy Marken, BSN, RN

On August 20, 2008, the serene beauty of Black Lake Park in Ilwaco, Washington was invaded by a rare flock. The group of at least fifty tied blue and white balloons to trees and raised many whoops and hollers, all in support of the nurses at Ocean Beach Hospital. The flock was obviously not one of birds—it was a crowd of representatives from WSNA with nurses who work at Ocean Beach Hospital, along with members of the Ilwaco community who came to cheer us on.

All day the storm clouds rolled in; all day rumors of wind and rain had dampened the weather report outlook for the rally. We might have to brave fifty mile-an-hour winds, the news said, but we were willing. About an hour before we arrived at the park, gray clouds parted and the sun shone. The wind was a balmy breeze, and spirits were high. Loud cheers and chants were heard floating toward Ocean Beach Hospital, only some four blocks away. Many cars honked as they passed; many people saw us rallying—signs and balloons waved, supporting screams for the nurses were constant, and rousing music thrummed over the nurses’ heads, some of whom had tears in their eyes.

Our members at Ocean Beach have a great primary goal: quality and safe patient care. Staffing is integral to this issue, and nurses there work understaffed most of the time. Nurses at Ocean Beach are not compensated as well as nurses in the surrounding community hospitals, either, and this makes recruitment and retention of nurses a problem for Ocean Beach Hospital. Still, the nurses of Ilwaco are dedicated, hard-working, and want very much to continue to serve their community well: all they ask is a reasonable contract. Hospital management has delayed negotiations several times, seeming unwilling to compromise, and now they want a mediator, rather than just working with us toward an agreement. Trouble, trials, and tribulation.

Meanwhile, we send post-cards of support to our nurses, hold local unit meetings, and have a lovely rally in August on a supposedly stormy day, whose dark clouds magically part and allow us a great gathering and perfect weather. The star speakers of this rally included Carol Moore, Chair of local unit officers, Jeanne Avey, Chair of the Cabinet on Economic and General Welfare, and our own lead Barbara Frye, Director of Labor Relations for WSNA. WSNA is dedicated to all its members and ever committed to nurses’ issues everywhere. We seek the best education, working conditions, and respect for the nursing profession and for our members. Special mention and thanks go to the nurse Negotiating Team at Ocean Beach Hospital: Carol Moore, Marcey Frame, Denise Ross, and Melissa Goldberg. They have worked hard and long to try and get a reasonable contract for all the nurses at the hospital, and were of great importance in making the rally a success. A final word: Kudos to all, many thanks, and until we meet again.
Health & Safety  Children’s Safety

Nurses Share Victory in the Passage of the Children’s Safe Product Act

by Karen Bowman, MN, RN, COHN-S

On March 7, 2008 at 7:30pm, close to the last seconds of the 2008 legislative session, Washington State passed the toughest piece of legislation in the nation protecting children from toxic chemicals found in toys and other products like lotions and bath products. It was the most exciting session I have ever participated in. I want to share my experience with you because nurses can really make a difference in policy by using their voice, while elevating nursing practice and having a terrific time in the process.

(The excitement started a few months before) As you know, WSNA has been identified as a leader in the environmental health movement in the United States. In 2004, WSNA became a steering committee member of the Toxic Free Legacy Coalition (TFL), to bridge nursing with environmental health advocacy groups, thereby lending our voice to phasing out toxic chemicals that harm human health and the environment. All of the TFL steering committee members; People for Puget Sound, Breast Cancer Fund, Physicians for Social Responsibility, Washington State Public Interest Group, Environment Washington, Washington Toxics Coalition and WSNA, had concerns about running another bill after the tremendous success of the PBDE bill the year before. Did we have the momentum? Did we have the evidenced based scientific research to support our platform? Could we find legislative sponsors for the bill? Could we do it during the short session? The answer was yes! So on a lazy Sunday afternoon while Laurie Valeriano and Ivy Sager-Rosenthal from Washington Toxics watched their kids play, they sat down and wrote a draft of the bill. Well, we took that draft and worked like crazy to develop a strong and protective bill that creates a sturdy foundation for chemicals policy reform and a safer way of doing commerce. Despite aggressive push back from the plastics industry, the American Chemistry Council, Hasbro, Mattel and others, we were able to provide robust evidence and support to get the bill to the floor for a vote. It’s important to note that many, many nurses advocated for the passage of this bill. I’ve not seen such firestorms of telephone calls, multiple meetings with legislators, trips to Olympia to testify, emails, letters, flyers and health care sign-on letters whirling in support for this bill to pass. Legislators listened attentively to nurses during WSNA’s Lobby Day and Washington Toxics “Moms, Pops, Nurses and Docs” Lobby Day. Nurses from the Associations of Pediatric Nurses and Neonatal Nurses, Association of Occupational Health Professionals in Health Care, School Nurse Association, Washington State Nurses Association, Washington State Association of Occupational Health Nurses, Gerontological Nurses Associations, and nursing students and professors packed into the capital to inform legislators on the health effects of lead, cadmium and phthalates. Nurses understand the deleterious health effects like cancer, reproductive disorders, asthma, thyroid disruption, neuro-developmental disorders and other environmentally caused diseases that may be avoided by eliminating these exposures. We made sure our legislators were correctly informed.

(Fast forward to the last day and the last 3 hours of the 2008 legislative session) From 4:30 to 7:30pm, nurses around the state were watching the vote on TVW, calling and emailing Legislators and their aids; encouraging them to support the Children’s Safe Products Act as written, without added amendments that would have essentially gutted the health protectiveness of the bill.

Well, all our calls, letters, emails and nail biting worked! As I watched the session on TVW, the Senate went to vote; many passionately discussing the importance of this landmark bill. A few opposing Senators tried vigorously to dissuade opinion. But to be realistic, how can you refute removing unnecessary hazardous chemicals from children’s toys and products that will ultimately cause harm. At times, I thought I could see our messages getting to the senators on the floor ready to vote. The bill had previously passed the House 95-0, so we were hoping we had the majority in the Senate too, but with that last minute attempt to add those bizarre amendments, it created a whole new ball game. The hours slipped by as I sat in the dark at my desk drinking cold tomato soup, watching the events unfold on my 16” monitor. You couldn’t have pried me away with a crowbar. One “yea” after another came in, and in the end the Senate passed ESHB 26467 on a vote of 40-9. Though a few amendments did make it in the bill, it still contains some of the toughest toy safety provisions in the nation. We all took a deep sigh of relief!

So, what does the Children’s Safe Product Act really do? Well, the bill has 3 components all aimed at reducing chemical exposures
of children, drastically reducing or banning cadmium, lead, and phthalates from children’s products, creating a list of chemicals of concern, and listing what products contain those chemicals.

- Beginning July 1, 2009, manufacturers can no longer sell children’s products that contain more than 90 parts per million (ppm) of Lead, 40ppm of Cadmium or 1000ppm of Phthalates. A huge reduction in these chemicals and metals of concern.

- Ecology in concert with the Department of Health will identify and make a list of “chemicals of concern” considering a child’s or developing fetus’s potential for exposure to these chemicals. This critical piece of the bill will create the foundation for Chemicals Policy Reform, a mechanism to: phase out highly toxic chemicals, substituting toxic chemicals with safer alternatives, provide technical support for companies, and support for “green” chemistry.

- Finally, Ecology will develop a list of products that contain those chemicals which will provide parents, grandparents, health care providers and other Washington State citizens with a list of products that contain these chemicals. Again, this will help support a safer, more health protective chemicals policy and begin to shift the way products are made throughout the nation.


Special thanks to the tireless efforts of the Toxic Free Legacy Coalition members, and finally a huge heart felt thank you to all the nurses who took time out of their busy lives and work schedules to advocate for this bill, for without your hard work – well, Washington State wouldn’t be one of the nations leaders in the environmental health movement.

For more information on how you can participate in this exciting avenue of nursing practice, contact Karen Bowman by email at karen@karenbowman.com, or by phone at (206) 368-9377.
'Green’ Networking

It is almost an oxymoron that Healthcare provides the services for people to get over illnesses yet it is the 4th most polluting industry in the country. The average hospital generates 25lbs of waste per occupied bed per day. Included in this waste stream is infectious and toxic waste that are hazardous to the environment. This waste production does not even consider all the energy used and pollution created from manufacturing all the hospital’s supplies and equipment needed in the daily running of the hospital.

Last summer’s issue of The Washington Nurse highlighted a group of RN's dedicated to help reduce the environmental footprint of providing healthcare at their facility. The article discussed the green ‘baby steps’ being taken at Evergreen Healthcare, in Kirkland, which has always had a relatively green history. It mentioned how the group of RNs focused on improving 3 main areas of general recycling, battery recycling and 3rd world bins for left-over/expired supplies. They realized that probably their most important tool was to keep constantly educating staff on the issues through improved signage and frequent reminders in the hospital newsletter. The team also formed a network of ‘Green Floor Contacts’ on most of the nursing floors to be their liaison person who helped set up battery recycling and 3rd world bins, post signs and act as resource people to other staff. They also have plans to have displays about their green programs at the annual staff skills labs and they also have individuals who meet with new staff to introduce the green concepts they are instilling into the hospitals operations. The initiation of a monthly ‘Green Stewardship Award’ sponsored by local restaurants also helps bring additional attention to the ‘Green’ efforts of individual staff.

It would be interesting to hear what different hospitals are doing in terms of greening up their act. It is possible that networking ‘Green’ news from different healthcare institutions will help create green ideas and possibly enlighten staff at less environmentally thinking facilities to get on board with saving the environment. Rather than reinventing the wheel, we can learn from each other and avoid the pitfalls made by others when discussing our programs with each other. May be we can pool some of our resources to collect and bale blue wrap? Or your hospital might decide to set up a network of ‘Green Floor Contacts’ from different departments to get the word out about recycling.

The Washington State Nurses Association has set up an online forum called WAGreenHospitals at http://groups.google.com/group/wagreenhospitals?hl=en where you can post questions or discuss healthcare related sustainable issues. Please send information or open a discussion on the forum about what your healthcare organization is doing/not doing in the sustainable healthcare arena. Hopefully from this open dialogue we can view and discuss great ideas for reducing our environmental footprint in providing healthcare.

Jim Overton RN
Green Team Chair
Evergreen Hospital, Kirkland
jroverton@evergreenhealthcare.org

Pandemic Flu Preparedness
ANA and WSNA Working Together to Prepare Today

Preparing for a pandemic influenza outbreak involves everybody. The threat of pandemic influenza is real, and America needs leadership from respected community members to prepare our towns and cities, reduce the impact of pandemic flu on individuals and families, and reduce or even prevent serious damage to the economy.

Pandemic preparedness efforts are an important part of community leadership. The American Nurses Association (ANA) and WSNA continue to represent nursing at many policy making tables to discuss pandemic preparedness and the role of registered nurses in responding. ANA and WSNA have been actively involved in policy discussions related to the prioritization of pandemic influenza vaccine; clarifying the level of respiratory protection necessary to protect health care professionals during a pandemic event; and identifying strategies for building surge capacity within the health care system to meet the significantly increased demand that a pandemic event would place on the system.

ANA took part in the Take the Lead: Working Together to Prepare Now project. A toolkit, available at www.pandemicflu.gov/takethelead/index.html, was developed by the U.S. Department of Health and Human Services and the Centers for Disease Control along with input from community leaders. It is designed to provide you or your organization with key information and tools to help you understand the threat of a pandemic and prepare for it now.
This toolkit provides information for you about pandemic flu, ready-to-use and ready-to-tailor resources prepared by HHS and CDC, and ideas and materials to encourage your organization to prepare and to encourage other leaders to get involved.

Government alone can’t prepare the nation for pandemic flu; this challenge requires your help. Pandemic preparedness efforts are an important part of community leadership. Nurses, as leaders in your community, can play a powerful role in encouraging your co-workers, patients, and others whom you represent to prepare by providing information and guidance and by preparing yourself.

ANA has also partnered with the Trust For America’s Health to educate registered nurses about pandemic influenza and how it differs from the annual influenza season.

An educational brochure on pandemic influenza, *It’s Not Flu As Usual: What the Nursing Community Needs to Know About Pandemic Influenza*, is available online at http://www.nursingworld.org/HomepageCategory/NursingInsider/Archive_1/2008NI/Apr08NI/PandemicFluPreparedness.aspx

**New Requirements for Varicella: Use Best Practices!**

From the Washington State Department of Health

A new law passed in Washington State changes varicella (chickenpox) vaccine requirements as of July 1, 2008. This will impact children as they enter the upcoming school year. Employ best practices and remind your patients about vaccines that are required for the upcoming school year.

**Parents of young children rely on you to communicate these changes. Children who receive all of the vaccines recommended for their age will meet school vaccination requirements. Be sure to follow the current Recommended Childhood Immunization Schedule when giving immunizations.**

The following must be reflected on the Certificate of Immunization Status (CIS) form.

**Children entering Kindergarten after July 1, 2008**

For all children entering Kindergarten:

- Dates of two doses of varicella vaccine, received on or after the child’s first birthday and at least 28 days apart; or
- Proof of provider diagnosis (CHILD Profile-generated CIS form or a signed note) or verification of a history of varicella disease or herpes zoster; or
- Date of blood test (titer) showing serologic proof of immunity to varicella or herpes zoster; or
- Exemption from immunity based on medical, religious, or personal reasons.

**Children in Elementary School after July 1, 2008**

For all children entering 1st, 2nd, and 6th grade:

- Date of one dose of varicella vaccine; or
- Parent reported OR health care provider-documented history of varicella vaccine; or
- Positive blood test (titer) for history of varicella disease; or
- Exemption from immunity based on medical, religious, or personal reasons.

**Requirements for reporting history of disease are changing**

It is easy for parents and even health care providers to misdiagnose chickenpox as a rash or skin irritation. If children are misdiagnosed, they are more vulnerable to getting and spreading the disease in times of outbreak. For this reason, ACIP recommends not accepting a parent’s report as proof of disease. In Washington, therefore, parent reported history of varicella disease is being phased out, beginning at the child care and kindergarten levels.

**Children entering child care or preschool after July 1, 2008**

For all children 16 months of age up to kindergarten entry who are attending child care or preschool:

- Date of one dose of varicella vaccine; or
- Proof of provider diagnosis (CHILD Profile-generated CIS form or a signed note) or verification of a history of varicella disease or herpes zoster; or
- Date of blood test (titer) showing serologic proof of immunity to varicella or herpes zoster; or
- Exemption from immunity based on medical, religious, or personal reasons.
Inform your patients

1. Remind your patients that they must update their child’s CIS form after July 1, 2008.

2. Let your patients know that you can help them complete the necessary paperwork by printing a child’s Certificate of Immunization Status form directly from the CHILD Profile Immunization Registry. (To set up a free account with CHILD Profile, visit http://www.childprofile.org for an account application and data sharing agreement.)

3. Encourage your patients to get varicella vaccine for their children.

4. Remind your patients about chickenpox facts:
   • It is one of the most common childhood illnesses
   • It spreads easily and can have serious complications especially for infants, adolescents, and adults
   • In severe cases, it can lead to serious skin infections, pneumonia, and meningitis
   • By immunizing your child against varicella, you also protect others in your family and community who:
     • have weak immune systems,
     • cannot get shots because of a medical condition or because they are too young or too old, and
     • are not fully immunized.

More Resources

For the Recommended Immunization Schedules, visit:
www.cdc.gov/vaccines/recs/schedules/

For more information on vaccine requirements, visit: www.doh.wa.gov/cfh/Immunize/schools/vaccine.htm or call the Immunization Program CHILD Profile at 360-236-3595 or 1-866-397-0337.

For the Washington State varicella implementation plan, visit:
www.doh.wa.gov/cfh/Immunize/schools/

For varicella disease information, see the “For Health Professionals” section at:
www.cdc.gov/vaccines/vpd-vac/varicella/default.htm

To order varicella and other immunization education materials for your office, visit:
https://fortress.wa.gov/prt/printwa/wsprt

Ordering instructions can be found at:

Be Focused. 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.

Renown Health is northern Nevada’s leading health network—and a place where better is a way of life. With a complete network of two medical centers, a rehabilitation hospital, a skilled nursing facility, and multiple medical and urgent care facilities, we offer as much possibility in your professional life as Reno’s 300+ days of sunshine and over 4,000 acres of park offers you in your personal. Join us.

RN Opportunities Available
For more information on Renown Health or to apply, visit www.renown.org
Stop the Cuts
Campaign to Save Public Health

King County announced in July that it will likely have to close some public-health clinics because of a loss of $10 million in county funds and their most recent memo says they need to cut $12 million from the 2009 budget. Tacoma-Pierce County Public Health Department cut $1 million earlier this year and expects to cut another $1 million next year. Clark County Public Health Department faces $2.4 million in cuts next year. Snohomish is short $4 million and their cuts will include 35 staff. Benton Franklin and Spokane County are also facing projected shortfalls and potential cuts.

These cuts are devastating and will further devastate the fragile patchwork of the public health infrastructure that has held things together since the passage of I-695. Public health funding is a top priority for the Washington State Nurses Association. We are utilizing a variety of resources to fight the proposed public health funding cuts and to secure a long-term adequate and stable source for public health funding by raising public awareness and galvanizing support.

WSNA will be launching a media campaign in key regions of the State (King, Whatcom, Snohomish and Spokane County) this fall to draw attention to the critical issue and galvanize public support to save public health. The campaign will include outdoor billboards, bus advertisement, opinion editorials and a Summit of key stakeholders and leaders to address this crisis. Please go to www.wsna.org for more information about this campaign and what you can do to help.

"Leadership and Learning are Indispensable to Each Other."

The faculty at the University of Washington School of Nursing (UWSoN), Seattle invites you to lead and learn by enrolling in the Doctor of Nursing Practice (DNP) program.

UWSoN is proud to offer the DNP in Community Health – not only does the curriculum prepare for roles in areas such as Policy Analysts, Program Analysts, Nurse Executives and Occupational and Environmental Health Nurse Specialists – the program uses a community health leadership framework to dynamically integrate coursework and clinical internship experiences with emphasis on Communities for Youth, Cross Cultural and Global Health, Healthy Aging, Occupational and Environmental Health and Rural Health.

Distance learning (elearning) technologies are used in one-third of the courses to allow for flexible learning at home and in classrooms on Saturdays.

To prepare yourself for the future visit: http://www.son.washington.edu/oa/dnp.asp
Nursing News Briefs

ARNPs United of WA State Seeking Board of Directors Members

ARNPs United of Washington State (AUWS) will hold an election for a new board of directors at the October 2008 Primary Care conference. 5 BOD positions are open; the current board members have the option of running, as does every AUWS member. The bylaws call for 5 to 9 members on the BOD, with 4 of them serving as Board officers - President, Vice-President, Treasurer, and Secretary. The Chair of the Legislative Committee is automatically on the Board as well (Legislative Committee members meet separately). Officers will be determined by the Board after the election. The term of service is 2 years. The time involved is approximately 5-10 hours per month, which includes monthly to quarterly board meetings (which can be attended via conference call) and subcommittee work based on your area of interest. Subcommittees include the ARNP Care newsletter, the website, membership, and public relations.

If you are interested, know someone you would like to nominate, or have any questions about this opportunity to serve Washington’s ARNPs and their clients, please feel free to email tracy@nurse.net

Be Sure You Register to Vote!

With the political season fast approaching, WSNA members need to make sure you are registered to vote and are ready to participate in politics at every level. The WSNA-PAC encourages everyone to get involved regardless of your political affiliation. Be Informed – Get Involved – and Encourage Others to do the same and be sure to Vote! And when you do speak to elected officials offer to help them with information about how important nursing issues are to the health care — and be sure to thank them for their support.

Hospitals’ Changes Needed to Accommodate Aging Workforce

Some hospitals are beginning to remake the work environment to keep older nurses at the bedside. According to AARP, many hospitals have a strategy to retain and even recruit health care workers over 50 through flexible hours, shorter shifts, and tailored benefits. They also are implementing “minimal lift” policies with ergonomic equipment and lift teams to reduce the physical burden of the job. About 40% of registered nurses are 50 years of age or older. Only 8% are under 30. And the percentage of workers over 50 will continue to grow.

According to a study by Towers Perrin, a Stamford, CT-based management consulting firm, commissioned by AARP, hiring and retaining older workers is cost-effective. For example, the researchers found that doubling the retention of 55-year-old nurses from 20% to 40% would cost only about 2% more than hiring new, younger nurses, mostly due to greater compensation and health care costs. Yet the hospital would spend the equivalent of 29% of a nurses’ annual salary to recruit and train that new worker. The cost difference between hiring a new nurse who is 40 and one who is 55 would be only 1%, according to the analysis. (information taken from HOSPITAL EMPLOYEE HEALTH * / August 2008)

PLU and 3 Foundations Selected for Matching Grant to Address Geriatric Nursing Shortage

Pacific Lutheran University will team up with the The Dimmer Family Foundation, with the Gary E. Milgard Family Foundation and the Bruce W. Gilpin Memorial Foundation School of Nursing and other partners to help tackle the regional nursing crisis and give nursing students new competencies in geriatric care.

Led by the Robert Wood Johnson Foundation and the Northwest Health Foundation, Partners Investing in Nursing’s Future energizes local foundations to act as catalysts in their communities to develop strategies for creating and sustaining a viable nursing workforce. The 10 grants awarded this year represent the involvement of 18 local foundations and other diverse funding sources.

The Dimmer, Milgard and Gilpin foundations will match $125,000 received from Partners Investing in Nursing’s Future to provide a total of up to $250,000 to launch a gerontologic education partnership in Thurston, Pierce, Mason and Kitsap counties in Washington state.

Pacific Lutheran University has agreed to be the foundations’ primary partner, along with supporting partners MultiCare Health Care Adult Day Health Center; Franciscan Health System; the state Department of Social and Health Services, Aging and Disability Services Administration; Washington Adult Day Services Association; and the Pierce County Human Services Department. Together they have formed the Comprehensive Gerontologic Education Partnership. Terry Miller, EdD RN, dean of the School of Nursing at PLU, is the project director. The project’s goal of producing more qualified nurses committed to the older adult.

The Comprehensive Gerontologic Education Partnership will admit a cohort of nursing students with a gerontologic focus each year; recruit three nursing faculty members with specialized expertise in gerontologic nursing; provide faculty development to improve the status of gerontological instruction and clinical work; expand clinical placements and experiences in geron-nursing throughout pre-licensure curriculum; and implement and/or strengthen the American Association of Colleges of Nursing gero-competencies throughout the region.
Margaret Miye Ouchi, BSN, RN
(1921-2008)

Margaret Miye Ouchi was born in Seattle on Sept. 3, 1921. She attended the University of Washington from 1941-42. She earned her nursing degrees from Saint Mary's in Rochester, Minn., and, later, from the University of Washington. She worked for the Swedish Hospital and the Seattle-King County Health Department. Margaret also served in the U.S. Navy Nurses Corps.

In 1964, Margaret began working for the Washington State Nurses Association. Her legislative work improved the salaries, services and professional standing for nurses statewide. The King County Nurses Association named her Nurse of the Year in 1968. Governor Dan Evans appointed her to the Washington State Employee Insurance Board in 1974 and 1976. Her hard work and integrity earned her the respect of colleagues and legislators. When she retired from the WSNA staff in 1980, she was named a Distinguished Citizen of the State of Washington.

Margaret had many friends throughout the Pacific Northwest. She enjoyed traveling, playing bridge and sharing special times with her friends.

On May 18, 2008, Margaret was awarded an honorary degree from the University of Washington. In 1942, the Japanese American students were forced to leave school for the duration of World War II. In recognition of the untimely interruption of their studies, the University conferred special baccalaureates upon these former students.

Margaret moved to Vancouver in 2007 where she resided until her death on June 18, 2008.

She is survived by her brother, Albert Ouchi, Portland; niece, Carol Brunner (Charles), Vancouver, Washington; and nephew, James Ouchi (Barbara), Bend. Other relatives live in Seattle and Minnesota.

A special thank you is extended to the staff at The Hampton in Vancouver and Bayview Manor in Seattle. Donations in her honor may be made in Margaret’s name to the Washington State Nurses Foundation, 575 Andover Park West, Suite 101, Seattle, WA 98188. A memorial service will be held later in Seattle.

Pauline Mary Bruno, PhD, RN
(1922-2008)

Pauline Mary Bruno was born, March 13, 1922 in East Douglas, MA to Edmund Bruno and Agnes Yon Bruno. Pauline attended Douglas Memorial High School, the Catholic University of America, and University of California in San Francisco. She served in the Army Nurse Corps from 1945 to 1947 and reached the rank of First Lieutenant. Pauline received her PhD in Nursing. As an Associate Professor of Bio Behavioral Nursing and Health Systems, she led medical-surgical and clinical nursing courses over a 20-year teaching career at the University of Washington School of Nursing.

Ms Bruno was a member of WSNA and Sigma Theta Tau International Honor Society of Nursing. She assisted in the training of Peace Corps volunteers and contributed to several nursing texts (specializing in gerontology) and numerous articles. She was a consultant for the World Health Organization for Peru in 1967 helping faculty at the University of Lima. She did the same assignment for the WHO in Chile in 1970 and then in Sri Lanka.

Pauline’s passion and interest for the outdoors was evident in the way she lived her life. She loved skiing; hiking and traveling...even into her 80’s. She has hiked the Pyrenees, the Dolomites, Poland and Norway. She also hiked Switzerland and Austria a couple of times. She belonged to the Mountaineers Club since 1962 and the Mid Week Hikers club in her later years. In the Washington area, she climbed Mt. Rainier, Mt. Baker, Mt. Olympus and Mt. St. Helens (before it blew). On January 25, 2000...six weeks shy of her 78th birthday...Pauline climbed Mt. Kilimanjaro making her the oldest woman to ever successfully complete the climb.

Pauline leaves six nieces and four nephews behind: Mary Lantz of Montclair, NJ; Jeff Niksa of St. Albans, VT; John Jr. Boice in Wethersfield CT; Ann & John Norris of Ellington, CT; David Boice of New Port Richey, FL; Mary Deters, Enfield CT; Chris Moretzsohn and Paula Bower of Downingtown, PA; Lin and Bill Whetzel of Dunkirk, MD. Pauline also has a brother-in-law, John Sr. Boice in Broad Brook, CT. She has eight great nieces and two great nephews.

Pauline’s epic journey came to an end Saturday, June 7, 2008 in Boston, MA. She led a full and rewarding life. Instead of dreaming about her hopes and desires, she literally climbed mountains to make them a reality. Pauline Bruno was an incredible woman, a wonderful aunt and an inspiration to her family, her students and all who knew her.

In lieu of flowers, donations can be made to the PAULINE BRUNO SCHOLARSHIP Fund at the University of Washington School of Nursing by contacting Christine Miller, 206-221-7674.
District 2
King County Nurses Association

King County Nurses Association (KCNA) presented three Shining Star nurse awards and 11 scholarships at its Annual Meeting and Spring Banquet, held May 15 at Shilshole Bay Beach Club in Seattle. The award winners were: **Dean Nancy Woods**, University of Washington School of Nursing; **Jeniffer Hausmann**, Virginia Mason Medical Center, and **Jane Hardiman**, Children’s Hospital and Regional Medical Center.

Jeniffer Hausmann, Assistant Manager in Level 17 at Virginia Mason Medical Center, received her BSN at the University of Washington. As a new grad, Jeniffer worked as a staff nurse in urology, endocrinology, transplantation and gastroenterology. Hausmann coordinates the “Transplant Experience” at Virginia Mason, which allows RNs to shadow the donor and recipient surgeries, and then to care for them on the unit. The program creates an understanding of the patients’ perspectives in transplantation. As co-chair of the Professional Recognition Program at Virginia Mason, Hausmann acknowledges the clinical excellence in nursing through documented evidence.

Jane Hardiman works as charge nurse in Intensive Care at Children’s Hospital & Regional Medical Center, where she has put in an amazing 50,000 hours over 29 years! Hardiman earned her BSN at State University of New York/Brooklyn, and worked five years in Brooklyn before coming to Seattle. She also holds an MHA from the University of Washington.

Nancy Woods has been dean of the University of Washington School of Nursing since 1998. A member of the UW faculty since 1978, Dean Woods is founding director of the school’s internationally recognized Center for Women’s Health Research and a former chair of the Department of Family and Child Nursing. She holds a BSN from Wisconsin State University, an MSN from the University of Washington and a PhD in Epidemiology from the University of North Carolina/Chapel Hill.

The scholarship recipients were: Carly Conway, Christina Escoto and Jane Baltimore (University of Washington); Austin McKinley, Ruth Saunders and Jessica Bowman (Seattle Pacific University); Abdi Hassan and Barbara Clary (Highline Community College); Christine Topinka and Rebecca Campbell (Seattle University) and Candis Wright (Shoreline Community College). Each recipient will receive $1,500.

District 4
Inland Empire Nurses Association

This year’s theme “Celebrating the Year of the Member” was evident during this year’s annual spring awards event for the Inland Empire Nurses Association (IENA) in which 100 members participated. Along with a Rock and Roll venue recognition awards and ten scholarships were handed out. It was a fun evening for all.

Rock and roll decorations depicting the fifties and sixties were used and music from the era played throughout the evening. Each guest received small gifts of appreciation and one person from each table took home the center pieces, cups decorated with “Nurses Rock” and filled with treats and a balloon from the era.

Scholarships totaling $7000 where given out to students and IENA members to assist with their educational expenses. The number and amount of scholarships awarded were the largest given out by IENA and we look forward to continuing this process in the future. The amount of scholarships is made possible in part by the wise investments made by the Association’s Investment Committee and from various fund raisers including a silent auction held at the event each year.

Award winners for this year included: Angela Starkweather for Excellence in Research and Private Practice, Stasia Warren for Excellence in Leadership, and Cindi John for excellence in Education. In addition to a certificate of appreciation each winner received a pin depicting “Great Nurses” and gift of $100.00.

In additional to the awards and scholarships presentations, four local nurses each gave brief talks on their experiences in their field. They included Debbie Ridgley-Palliative Care; M Elston-Staff Nurse; Blythe Marney-Missionary Nursing; and Terry Buxton-Nursing Education.

This year’s event was very successful and attended by the largest group in years.

Everyone had a great time and enjoyed the entire evening.

The evening was capped by a wonderful buffet dinner at Luigis Italian restaurant in Spokane.
New Members

Whatcom County
District 1
Bahga, Rajdeep
Breslin, Theresa
Carver, Amanda
Coleman, Debbie
Elliot, Cynthia
Ellison, Leann
Frey, Jeanette
Galbreath, Sarah
Gildroy, Sandra
Henderson, Michelle
Jeske, Jana
Krikorian, Laura
Letourneau, Monique
Magana, Derdiim
Orozco, Norma Angelica
Repp, Cody
Riecke, Kristine
Rudolph, Susan
Ryder, Stacey
Strome, Matthew
Unsell, Shannon
Wells, Sara
Westcott, Crystal
Woolen, Patricia

Collis, Kevin
Conner, Sandra
Cooper, Kyra
Corliss, Tiffany
Daniels, April
Deang, Clarissa
Depasquale, Susan
Drinovsky, Cara
Dubinsky, Diana
Erdman, Jeanne
Estrada, Angela
Esty, Mary
Feng, Yumei
Finnerty, William
Fischer, Dorothy
Foglia, Antonio
Foltz, Neil
Gartman, Terri
George, Dawn
Graham, Janet
Greif, Tami
Guerecht, Melinda
Gwin, Lorraine
Hager, Stephanie
Harmon, Leann
Haws, Kaitlin
Heckel, Julie
Hentschell, Colleen
Higman, Joan
Hiniker-Sears, Jane
Hoang, Tho
Hoswe, Tara
Huetter, Claudia
Hurrel, Erin
Inouye, Meggie
Jarrett, Rochelle
Joo, Misook
Jordan, Moriah
Kalaw, Alex
Kelly, Quinn
Kendall, Jamie
Kenney, Priscilla
Kenny, Kathleen
Kern, Sheena
Kerrigan, Susan
Keys, Courtney
Killinger, Merry
Kimberly, Mindi
King, Wendy
Kline, Susan
Kohavi, Tova
Lamp, Carrie
Landon, Karen
Larson, Marsha
Latta, Linda
Leake, Nathan
Leavy, William
Lee, Hae Won
Lee, Linda
Lee, Misun
Lee, Randy
Lefaivre, Stephanie
Legros, Nicoel
Lein, Melissa
Lepkova, Raisa
Lilly, Marvin
Luper, Kimberly
Mandella, Patricia
Mangayayam, Beverly
Markman, Lisa
Mccollam, Lenny
Mckenna, Jody
Mendoza, Vilma
Miles, Patricia
Miller, Melissa
Miranda, Rachael
Mizelle, Rina
Monroe, Marianne
Monson, Debra
Mount, Hannah
Mulchay, Ann
Myers, Gretchen
Myers, Leanne
Naqasima, Nailiev
Natarajan, Christiana
Nelson, Amanda
Nogatch, Anne
Okaqua, Hilda
Omohundro, Randy
Page, Sheila
Panda, Angela
Papen, Melinda
Pegarido, Crystal Joy
Pellingner, Anne
Petersen, Erica
Pfizter, Christina
Phalen, Barbara
Pilon, Gwen
Post, Kara
Potts, Kimberly
Ramos, Priscia
Rivera, Suyapa
Roebuck, Greg
Rosa, Jose
Saephanh, Lio
Savage, Sarah
Scott, Tara
Seth, Michelle
Shannon, Fiona
Shen, Chunling
Shomin, Pearl
Sidles, Julie
Simi, Robin
Sisawo, Lamin
Sivak, Craig
Smith, Barbara
Smith, Philip
Sotelo, Marivic
Steel, Jennifer
Stevens, Kelsey
Stewart, Anna
Stewart, Tamara
Stockwell, Denise
Strong, Stacy
Sullivan, James
Sultan, Parisa
Taylor, Doris
Taylor, Patricia
Temes, Audrey
Thompson, Angie
Thorson, Lisa
Tooley, Magdalena
Traina, Roselyn
Tuck, Karlee
Tuncil, Mary
Turnaka, Saibo
Turner, Skylar
Valicoff, Andrea
Vela, Julie
Verlander, Linda
Virk, Surdeep
Visitacion, Chantelle
Walker, Lindsay
Waller, Toni
Warnekras, Gretchen
White, Susan
Wightman, Susan
Wigle, Andrea
Williams, Theresa
Wilson, Monique
Wolfe, Erin
Wright, Susan
Xing, Jing Ying
Yasenak, Lesley
Yoon, Joyce
Yue, Jean
Zager, Amy
Zembal, Helen
Zhu, Liandi

Pierce County
District 3
Baird-Wells, Marilyn
Barker, Nicole
Barrett, Randi
Beal, Kristine
Belling, Nicole
Bennett, Alexandra
Bernhart, Ellen
Bowen, Karen
Brandau, Leah
Brasier, Kaitlin
Bryant, Krista
Burns, Tabitha
Cabbigat, Teresita
Carmichael, Carlinda
Chan, Wilma
Chin, Mary
Choe, Eun
Christner, Theresa
Clarno, Adam
Cockerham, Marie

Bradley, Patrica
Brazil, Stephanie
Bristow, Stephanie
Brooks, Katherine
Brunette, Victoria
Bud, Natayla
Buen, Ahmir
Bullock, Sandra
Castillo, Kerry
Cavendish, Julie
Charles, Kenna
Chesemore, Leann
Choat Sparks, Julie
Choi, Miyoung
Christensen, Gail
Cleary, Doris
Conde, Daphne
Conrad, Kimberly
Conka, Deborah
Dagan, Claudette Joy
Darling, Laurie
Davies, Neesha
Davis, Holly
Deland, Michelle
Demarais, Cynthia
Demoss, Jessica
Denman, Miranda
Dominguex, Angela
Dracobly, Lois
Dudley, Natalie
Dye, Alcina Angelica
Eckenroth, Laura
Edney, Erin
Ellis, Braden
Ellis, Leslie
Ezeokeke, Chi-Emeka
Flynn, Kristi
Fredrickson, Bethany
Frey, Kay
Fuller, Rebecca
Gabrio, Mary
Gentzel, John
Gehart, Kathleen
Gibler, Kathryn
Gilleney, Maren
Gish, Janee
Godson, Adrienne
Gomes, Terri
Gumbert, Barbara
Hamilton, Cynthia
Hand, Marie
Harrell, Cynthia
Hart-Wilson, Desiree
Hepworth, Kimberly
Hooover, Krystal
Horn, Melissa
Howard, Debra
Hurtado, Angelica
Jacobs, Lois
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.**
**Continuing Education Calendar**

**Note to Continuing Nursing Education Providers:** 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 obtain WSNA approval for an educational activity which you are providing to nurses, please go online to [www.wsna.org/education/cearp](http://www.wsna.org/education/cearp).

### September 2008:
- **Emerging Trends in Critical Care**
  - October 4, 18, & 25, 2008, 8:00 am - 4:30 pm - Fee: $459.00 - Contact Hours: 25; Contact: A
- **Clinical Pharmacotherapeutics; Pacific Lutheran University;**
  - Thursdays, September 11 – December 18, 2008, 5:00 – 8:00 pm - Fee: $679.00 - Contact Hours: 37.5; Contact: A
- **Health Care Resources Management; Pacific Lutheran University;**
  - Mondays, September 1 – December 15, 2008, 1:00 – 4:00 pm - Fee: $679.00 - Contact Hours: 37.5; Contact: A
- **Nursing Leadership & Management in Long-Term Care**
  - Fall 2008; University of Washington School of Nursing; Seattle, WA; September 12 – December 9, 2008 (Seven Fridays); Contact Hours: 52.0; Fee: $1,795.00; Contact: C
- **Medical Surgical Nursing 2008: A Review Course for Practice and Certification (Online);**
  - University of Washington School of Nursing; September 15 – November 21, 2008; Contact Hours: 50.0; Fee: $645.00; Contact: C
- **Nursing Leadership & Management in Long-Term Care (Seven Fridays);**
  - University of Washington School of Nursing; September 19 – December 5, 2008; Contact Hours: 52.0; Fee: $1,795.00/$1,595.00 group rate; Contact: Linda at trippett@u.washington.edu or (206) 332-5963

### October 2008:
- **Clinical Hot Topics: Pain Week 2008; Whidbey General Hospital, Coupeville, WA; September 30;**
  - Fee: Free; Contact Hours: 1.0; Contact: Tessa Gavin, RN, BSN at (360) 678-7656, ext. 1106
- **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: 7-21.5; Contact: (206) 543-1047 or email: cne@u.washington.edu
- **Breaking The Cycle Of Depression With Evidence-based Care; University of Washington Center for Urban Horticulture; Seattle, WA; October 2-3, 2008;**
  - Fee: $255; Contact Hours: 13.2; Contact: (206) 221-3637 or training@impact-uw.org
- **Voyage to Your Successful LNC Practice; PSAALNC; Shoreline, WA; October 3, 2008; Fee: $135 - $150;**
  - Contact Hours: 5.6; Contact: Deborah Swenson at (206) 542-7834
- **Sleep Disorder: Behavioral & Pharmacologic Mgt.; University of Washington School of Nursing; Seattle, WA; October 4, 2008;**
  - Contact Hours: 6.0; Contact: C
- **The Challenge of Assisted Living Nursing: Clinician and Manager; American Assisted Living Nurses Association; Napa, CA; October 5, 2008;**
  - Fee: $160 - $195; Contact Hours: 6.15; Contact: Ethel Mitty at (212) 998-5331 or em7@nyu.edu
- **NICHE 2008: Best Practices in the Care of Older Adults (Three Day Course); Virginia Mason Medical Center, Seattle, WA; October 6, November 3 and December 1, 2008.**
  - Fee: $125-$300; Contact Hours: 6.75, 6.8, 6.5; Contact: F
- **Spanish for Health Care Providers; Pacific Lutheran University; Thursdays, October 9 & 23, 2008, 8:30 am – 4:30 pm - Fee: $219.00 -**
  - Contact Hours: 12.5; Contact: A
- **ANCC National Magnet Conference; The Salt Palace Convention Center, Salt Lake City, Utah; October 15 – 17, 2008;**
  - Fee: $495 - 950; Contact: (866) 734-6736 or email: registration@eshow2000.com or magnetconf@ana.org or general information www.anccmagnetconference.org
- **Practical Management of Cardiovascular Disease 2008; St. Joseph Hospital, Bellingham, WA; October 16, 2008; Fee: $155;**
  - Contact Hours: 8.0; Contact: Jesi Mattson at (360) 715-4104
- **Achieving Successful Outcomes with Abusive Patients and Manipulative Families; Pacific Lutheran University;**
  - Wednesday, October 22, 2008, 8:30 am – 4:30 pm - Fee: $109.00 - Contact Hours: 6.25; Contact: A
- **Building a Safe Foundation for Quality; Virginia Mason Medical Center, Seattle, WA; October 24, 2008.**
  - Fee: $150-$175; Contact Hours: 5.75; Contact: (206) 223-6165
- **Update in Medical Surgical Nursing 6th Annual Conference; University of Washington School of Nursing; Seattle, WA; October 25-27, 2008;**
  - Fee: $90-$145; Contact Hours: TBD; Contact: F

### November 2008:
- **Carbohydrate Counting for Healthcare Providers add Insulin; Pacific Lutheran University;**
  - Wednesday, November 5, 2008, 6:00 – 900 pm - Fee: $25.00 - Contact Hours: 3.0; Contact: A
- **Wound and Skin Care; Pacific Lutheran University; Wednesday, November 12, 2008, 9:00 am - 1:00 pm - Fee: $69.00 -**
  - Contact Hours: 4.0; Contact: A
- **Wound Management Update; Emerging Issues, Evolving Approaches.; University of Washington School of Nursing; Shoreline, Seattle, WA; November 13-14, 2008; Contact Hours: 6.5-13.0; Contact: C
- **Immediate Response: Essential Skills for Urgent Clinical Situations; University of Washington School of Nursing; Shoreline, Seattle, WA; November 17, 2008; Contact Hours: 7.0; Contact: C
- **Diabetes: Beyond the ABCs; Virginia Mason Medical Center, Seattle, WA; November 18, 2008.**
  - Fee: $90-$145; Contact Hours: TBD; Contact: F

### 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
- **Responding to the Needs of Family Caregivers Featuring Wendy Lustbader; University of Washington School of Nursing; Shoreline, Seattle, WA; December 5, 2008; Contact Hours: 7.0; Contact: C
- **January 2009:**
  - **Diabetes Update.; University of Washington School of Nursing; Shoreline, Seattle, WA; January 28, 2008; Contact Hours: 7.0; Contact: C
- **Pharmacotherapeutics for ARNPs; Pacific Lutheran University;**
Friday, January 30, 2009, 8:15 am - 4:45 pm - Fee: $149.00 - Contact Hours: 7.5; Contact: A

**February 2009:**
Cardiovascular Care Update 2009; University of Washington School of Nursing; Shoreline, Seattle, WA; February 12-13, 2008; Contact Hours: 7.0-14.0; Contact: C

Neuroscience Nursing Symposium; University of Washington School of Nursing; Shoreline, Seattle, WA; February 27, 2008; Contact Hours: 7.0; Contact: C

Neonatal Drug Therapy; University of Washington School of Nursing; Shoreline, Seattle, WA; February 28, 2008; Contact Hours: 7.5; Contact: C

**March 2009:**
Nursing Leadership and Management in Long Term Health Care; University of Washington School of Nursing; CNE Northgate, Seattle, WA; March 6 – May 29, 2008; Contact Hours: 37.0; Contact: C

Pediatric Drug Therapy; University of Washington School of Nursing; Shoreline, Seattle, WA; March 11, 2008; Contact Hours: 7.0; Contact: C

Critical Care Update 2009; University of Washington School of Nursing; Shoreline, Seattle, WA; March 25, 2008; Contact Hours: 7.0; Contact: C

Dementia Care: The Tools You Need to Make a Difference; Pacific Lutheran University; Thursday, March 26, 2009, 8:30 am – 12:30 pm - Fee: $69.00 - Contact Hours: 4.0; Contact: A

**April 2009:**
Basic Preparation Course for Parish Nurses; Pacific Lutheran University; April 20, 21, 22 & May 18 & 19, 2009; Fee: $459.00 - Contact Hours: 25; Contact: A

Geriatric Assessment; Pacific Lutheran University; Friday, April 24, 2009, 8:30 am – 4:30 pm - Fee: $109.00 - Contact Hours: 6.25; Contact: A

Wound Care: Management of Peripheral Vascular Disease and Pressure Ulcers; Pacific Lutheran University; Wednesday, April 29, 2009, 9:00 am – 1:00 pm - Fee: $69.00 - Contact Hours: 4.0; Contact: A

**May 2009:**
Pharmacologic Update for Nurses; Pacific Lutheran University; Wednesday, May 6, 2009, 8:30 am - 4:30 pm; Fee: $119.00 - Contact Hours: 6.25; Contact: A

Foot Care Skills for Nurses; Pacific Lutheran University; Wednesday, May 20, 2009, 8:30 am - 4:30 pm; Fee: $119.00 - Contact Hours: 6.25; Contact: A

**June 2009:**
Introduction to Perioperative Nursing; Pacific Lutheran University; June 1 - 26, 2009. Please contact PLU CNE for more information; Contact: A

**July 2009:**
Introduction to School Nursing; Pacific Lutheran University; Tuesday - Friday, July 7 – 10, 2009, 8:00am - 4:30pm; Fee: $459.00 - Contact Hours: 25; Contact: A

Pediatric Assessment; Pacific Lutheran University; Monday & Tuesday, July 13 & 14, 2009, 8:30am – 4:30pm; Fee: $219.00 - Contact Hours: 12.5; Contact: A

Keeping Kids in the Classroom 2009; Pacific Lutheran University; Wednesday & Thursday, July 15 & 16, 2009, 8:30am – 4:30pm; Fee: $199.00 - Contact Hours: 12.5; Contact: A

**INDEPENDENT SELF STUDY COURSES:**

**Adult Smoking Cessation:** Contact Hours: 2.0; Contact: www.nphealthcarefoundation.org

**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:** Contact Hours: 1.5; Fee: $0; Contact: www.nphealthcarefoundation.org

**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; Fee: $195/175*; Contact: C

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

**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

**Geriatric Health Promotion Lecture Series:** Contact Hours: 34.50 or 1.5; Contact C

**Geriatric Health Promotion Workbook Series:** Contact Hours: 40.0 or 4.0; Contact C

**Hepatitis Case Studies; Contact Hours:** 5; Contact C

**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 -6th Edition Implication for Nurses and Other Health Care Providers:** Contact Hours: 7.0; Contact C

**IMPACT:** Web-Based Training in Evidence Based Depression Care Management; Contact Hours: 12.4; 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 Type 2 Diabetes:** Contact Hours: 1.5; Contact: www.nphealthcarefoundation.org

**Management of Persistent Pain:** Contact Hours: 1.8; Fee: No Fee; Contact: www.nphealthcarefoundation.org

**Medical/Surgical Nursing 2008:** Review Course for Practice & Certification; Contact Hours: 50; Contact C

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

**Nurse Grand Rounds:** Contact C

**OTC Advisor:** Advancing Patient Self-Care: Contact Hours: 17.0; Contact: www.nphealthcarefoundation.org
## CEARP Committee Recruiting Interested RNs

Functions of the Committee are to review and approve continuing nursing education activities, covering a range of topics, for approval of contact hours from a variety of applicants including hospitals, community colleges, universities and commercial entities.

Criteria for appointment include: masters degree in nursing, previous experience in successfully planning continuing nursing education offerings (i.e., writing behavioral objectives, developing evaluations, designing content) for adult learners; member of WSNA; time to review about two applications a month; able to attend two Continuing Education Approval & Recognition Program Committee meetings, and participate in two 1.5-hour teleconferences each year.

Volunteer yourself and a friend. This experience provides a valuable needed service to nurses in Washington State. Your careful evaluation of applications will help assure that educational activities meet the standards set by ANCC for continuing nursing education.

Approved CEARP applicants are welcome to apply given your expertise in completing our applications.

Contact Hilke Faber at 206-575-7979, ext. 3005 to learn more, or send email to hfaber@wsna.org.

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### Contacts

A. Pacific Lutheran University School of Nursing
   Continuing Nursing Education
   Terry Bennett, Program Specialist
   Tacoma, WA 98447
   253-535-7683 or cecn@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 Cislo, CNE Coordinator
   Continuing Nursing Education, G2-ED
   1100 Ninth Avenue – G2-EDU
   Seattle, WA 98101
   (206) 341-0122
   (206) 625-7279 fax
   Barbara.vancislo@vmmc.org
   www.MyPlaceforCNE.com

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

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### Prescribe, Deny or Refer? Honing Your Skills in Prescribing Scheduled Drugs

<table>
<thead>
<tr>
<th>Contact Hours</th>
<th>Fee</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.4</td>
<td>$155/140*</td>
<td>Wild Iris Medical Education</td>
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<tr>
<td>Pulmonary Hygiene Techniques</td>
<td>6.0</td>
<td>$25</td>
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<tr>
<td>RN Refresher Course</td>
<td>Theory: $500; Health Assessment and Skills Review: $500; Clinical Placement for Precept Clinical Experience: $400</td>
<td>Contact: D. Intercollegiate College of Nursing</td>
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<tr>
<td>Sleep Disorders</td>
<td>Contact Hours: 8.0</td>
<td>Fee: $30; Contact: C. University of Washington School of Nursing</td>
</tr>
<tr>
<td>Smoking Cessation</td>
<td>Contact Hours: 12.0</td>
<td>Fee: $35; Contact: E. Virginia Mason Medical Center Clinical Education Department</td>
</tr>
</tbody>
</table>

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### CEArP committee

Recruiting Interested RNs

Functions of the Committee are to review and approve continuing nursing education activities, covering a range of topics, for approval of contact hours from a variety of applicants including hospitals, community colleges, universities and commercial entities.

Criteria for appointment include: masters degree in nursing, previous experience in successfully planning continuing nursing education offerings (i.e., writing behavioral objectives, developing evaluations, designing content) for adult learners; member of WSNA; time to review about two applications a month; able to attend two Continuing Education Approval & Recognition Program Committee meetings, and participate in two 1.5-hour teleconferences each year.

Volunteer yourself and a friend. This experience provides a valuable needed service to nurses in Washington State. Your careful evaluation of applications will help assure that educational activities meet the standards set by ANCC for continuing nursing education.

Approved CEArP applicants are welcome to apply given your expertise in completing our applications.

Contact Hilke Faber at 206-575-7979, ext. 3005 to learn more, or send email to hfaber@wsna.org.
The Big Ideas of 2008

**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**
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.

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. "**ADDRESSING 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 THE WORK ENVIRONMENT**"
   • 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**

**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.

**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)
2008 Leadership Conference Registration Form

First Name __________________________________________
Last Name __________________________________________
Informal First Name __________________________________
Credentials __________________________________________
Address _____________________________________________
City ___________________ State _____ Zip ______________
E-Mail ____________________________

Scrub 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.

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.

If your career is nursing, the Yakima Valley Farm Workers Clinic may have an opportunity for you.

We value nurses as an important part of our healthcare team. We also recognize the importance of providing a caring environment for our patients and employees.

We offer a generous benefits package that includes a sign-on bonus and relocation assistance. With locations throughout Washington and Oregon, we may have the perfect fit for your skills and lifestyle. Check out the opportunities today!