

The Washington Nurse 2009 WSNA Convention SCOAP Update National Federation of Nurses

# The Washington Nurse

A Publication of the Washington State Nurses Association

Volume 39, No 1. Spring 2009



Volume 39, No 1. Spring 2009

## Washington State Nurses Association

575 Andover Park West, Suite 101  
Seattle, WA 98188, Tel: 206.575.7979  
Fax: 206.575.1908, wsna@wsna.org

*The Washington Nurse* (ISSN# 0734-5666) newsmagazine is published quarterly by the Washington State Nurses Association. It is distributed as a benefit of membership to all WSNA members. A member rate of \$10 per year is included in WSNA membership dues. Institutional subscription rate is \$20 per year (Canada/Mexico: US \$26 per year; Foreign: US \$39 per year) or \$37.50 for two years. Single copy price is \$5.00 each prepaid.

The information in this newsmagazine is for the benefit of WSNA members. WSNA is a multi-purpose, multi-faceted organization. *The Washington Nurse* provides a forum for members of all specialties and interests to express their opinions. Opinions expressed are the responsibilities of the authors and do not necessarily reflect the opinions of the officers or membership of WSNA, unless so stated. Copyright 2008, WSNA. No part of this publication may be reproduced without permission.

**Advertising** — Information on advertising rates may be obtained on the WSNA website [www.wsna.org](http://www.wsna.org) or by contacting the WSNA Business Agent at 206.575.7979. Advertising deadlines are: March 1, June 1, September 1, and December 1. Advertising will be accepted on a first come, first served basis for preferred positions, pending space availability. WSNA reserves the right to reject advertising. Paid advertisements in *The Washington Nurse* do not necessarily reflect the endorsement of the WSNA Members, Staff or Organization.

**Contributor Guidelines** — Article ideas and unsolicited manuscripts are welcome from WSNA members (300 word maximum). Please submit a typed copy and digital copy (Word 97/2003), and include identified relevant photos, a biographical statement, your name, address and credentials. It is not the policy of WSNA to pay for articles or artwork.

### ARTICLE SUBMISSION DEADLINES

WinterNovember 15  
SpringFebruary 15  
SummerMay 15  
FallAugust 15

## WSNA Board of Directors & Staff

### PRESIDENT

Kim Armstrong, BSN, RNC, Olalla

### VICE PRESIDENT

Tim Davis, BSN, RN, Mt. Vernon

### SECRETARY/TREASURER

Stasia Warren, MSN, RN, Spokane

### DIRECTORS-AT-LARGE

Ed Dolle, RN, Port Orchard

Pam Pasquale, MN, RN, BC, CNE, Wenatchee

Jean Pfeifer, BSN, RN, Tonasket

Vee Sutherlin, MEd, BSN, RN, Nine Mile Falls

Judith Turner, RN, Fox Island

### CHAIR, PROFESSIONAL NURSING & HEALTH CARE COUNCIL

Sharon Bradley, MSN, RN, Spokane

### CHAIR, LEGISLATIVE & HEALTH POLICY COUNCIL

Susan E Jacobson, RN, CCRN, Yakima

### CHAIR, CABINET ON ECONOMIC & GENERAL WELFARE

Jeanne Avey, RN, Longview

### EXECUTIVE DIRECTOR

Judith A. Huntington, MN, RN

### SPECIAL PROJECTS MANAGER

Darlene Delgado, RN

### ASSISTANT EXECUTIVE DIRECTOR, NURSING PRACTICE, EDUCATION & RESEARCH

Sally Watkins, PhD, MS, RN

### EDUCATION SPECIALIST

Hilke Faber MN, RN, FAAN

### ASSISTANT EXECUTIVE DIRECTOR, GOVERNMENTAL AFFAIRS AND OPERATIONS

Anne Tan Piazza

### CONTRACT LOBBYIST

Tamara Warnke

### WEB & COMMUNICATIONS SPECIALIST

Ben Tilden

### SENIOR GOVERNMENTAL AFFAIRS ADVISOR

Sofia Aragon, JD, BSN, RN

### COMMUNICATIONS SPECIALIST

Lillie Cridland

### ASSISTANT EXECUTIVE DIRECTOR, LABOR RELATIONS

Barbara E. Frye, BSN, RN

### ASSISTANT DIRECTOR, LABOR RELATIONS

Christine Himmelsbach, MN, RN

### GENERAL/CORPORATE COUNSEL

Timothy Sears, JD

### GENERAL COUNSEL

Linda Machia, JD

Michael Sanderson, JD

### PARALEGAL SPECIALIST

Maria McGonegle

### ECONOMIC AND GENERAL WELFARE STAFF

Debi Bessmer, BSN, RN

Jan Bussert, BSN, RN

Margaret Conley, ARNP, RN

Carmen Garrison BSN, RN

Tara Goode, BA, BSN, RN

Michelle Huskinson, RN

Kathi Landon, RN

Judy Marken, BSN, RN

Pat McClure, RN

Hanna Welander, BSN, RN

Ed Zercher, BSN, RN

### BUSINESS AGENT & SYSTEMS ADMINISTRATOR

Deb Weston



## 2009 WSNA CONVENTION

- 6** BIENNIAL REPORTS
- 16** BIENNIAL REPORTS (DISTRICTS)
- 20** SCHEDULE OF EVENTS
- 21** PROPOSED BYLAWS AMENDMENTS
- 26** PROPOSED RESOLUTIONS
- 27** ELECTIONS / CANDIDATE PROFILES
- 37** REGISTRATION

### **UP FRONT**

- 4** President's Letter
- 5** You Were Represented
- 5** Calendar of Events

### **FEATURES**

- 37** At the Obama Inauguration
- 9** Report from the 2009 Presidential Inauguration

### **NURSING PRACTICE**

- 38** Emergency Code Standardization
- 38** SCOAP Update
- 39** CEARP Committee Recruiting
- 40** Professional Liability Insurance

### **LEGISLATIVE AFFAIRS**

- 42** Nurse Legislative Day
- 43** Public Health Lobby Day

### **HEALTH & SAFETY**

- 44** WSU's New Facilities

### **LABOR RELATIONS**

- 45** NFN

### **NURSING NEWS**

- 46** News Briefs
- 47** Membership Update
- 48** ANA News
- 49** District News
- 50** In Memoriam
- 52** Continuing Education Calendar
- 54** New Members

# Nursing During Times of Recession

by **Kim Armstrong, BSN, RNC**  
**WSNA President**

It is not news anymore; our nation is in a deep recession (depression?). In my lifetime, I have never before seen such a bleak economic downturn.



I too, have felt the impact personally and financially. My retirement plans are on hold and I'm questioning my spending habits as so many of you are doing. You have only to turn on the radio or the TV to hear more bad news. But I'm hearing something else. There is an almost desperate struggle by manufactures and service suppliers to provide opportunities for the consumers to spend their hard earned dollars. Today I heard it is the best time to re-finance your home because the interest rate is the lowest it has been in my lifetime. Manufacturers of luxury items are making unheard of concessions to get Americans to spend what disposable income they have. Many of these so called luxury items prices are falling at record rates. The advertising industry is at full throttle to get the public to spend, spend and spend more. A national travel service has a TV advertisement acknowledging the downturn in the economy and wishing to be sensitive, they too are cutting their budget and simply have a written message on the screen encouraging us to spend money and get away from it all and go on vacation. What a laugh!

But what does this recession mean to nurses? What impact does it have on our area of practice and our work places? Are we looking at layoffs during a time of nursing shortages? Is our workforce going to grow even older because of the individual lack of funds to retire? As we grow older, what

does that mean for patient care? Will our methodologies of providing care be streamlined and who will make the decisions as to how they are slenderized? We could ask questions and speculate until we literally discourage and depress ourselves to the point of despair.

I believe the practice of nursing will continue to evolve in or out of a recession. Yes, there will be (there already are) nursing layoffs. One of the largest institutions in our state has already decreased nursing management in their organization. Time and again, nurses have proven to be indispensable. Hopefully the nursing cuts will not be so deep; however, support staff may very well become more of a luxury rather than a necessity thus shifting non-nursing tasks to the nurse.

The type of nursing may well change. We know Public Health Nursing is in crisis. WSNA is working extremely diligently to build support for this essential component of health care in our state. Think for a moment what it would mean to your area of practice if Public Health Nurses weren't there. I know we would see an increase in infant morbidity and mortality, increased communicable diseases and increased hospital admissions with clients, who because their means were restricted, did not or could not receive care in a timely manner. That is just the tip of an enormous problem we could all be facing if Public Health is not saved. In order to cut costs, institutions will continue the policy of discharging patients at the earliest possible safe time. They will also continue to bid for increased admissions in order to cover the bottom line. They have to in order to survive and provide services and jobs. Competition between organizations is already increasing. I personally thank them for these efforts to keep the doors open.

All of these things, if they occur - a sicker population, less support in the work place, higher care loads and possible layoffs - will naturally increase tension in the workplace. We are not only under increased personal pressure, our workload will not decrease, in fact it may very well increase and the delivery of care will continue to become more and more complicated. In addition, the demands of the clients will continue and probably increase (after all, they are under the same increase of personal tension as we are). When tensions become inflated, lateral violence also increases. I caution everyone to be aware of bullying and how it can affect your professional judgment and your patient care.

Professionally, we can't allow the economic times to further divide nurses and nursing. When times get bad, likeminded people with common interests often join together for the betterment of the whole. This is what I see as an opportunity in these poor economic times: Nurses coming together and working for the profession as one. Maybe we can re-learn what makes us all nurses in the first place. Whether we are administrators, educators, direct patient care providers, or one of the various disciplines of nursing, we are all nurses first. I know we will never agree on some issues, but if we could just agree on the fact that all nurses have a valuable, indispensable role in our nation's health and respect those roles, perhaps we could move forward and truly fulfill our destiny as the most trusted and largest group of health care providers in the United States. Collectively we do have the numbers and intelligence to move the Health Care agenda. I hope something good does come out of this recession. Some say I'm a dreamer... What do you say? ■

## You Were Represented

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 January through February 2009. 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 of the Washington State Nursing Care Quality Assurance Commission, its Practice and Education subcommittees, Committee on Continued Competence, and other Nursing Commission issues
- NCQAC Nurse Delegation Hearing
- 2009 Washington State Legislature
- Department of Health meetings
- Meetings with the Department of Labor and Industries
- Puget Sound Health Alliance
- Health Washington Coalition
- Working Families Caucus
- WA Emergency Nurses Association Convention
- United Labor Lobby
- Health Coalition for Children and Youth
- Safe Patient Handling Steering Committee
- Public Health Funding Roundtable
- Washington Health Foundation Policy Council
- Foundation for Health Care Quality re: SCOAP Program (Surgical Care & Outcomes Assessment Program);
- Washington State DOH Adverse Event Committee
- Washington Patient Safety Coalition - Medication Safety Initiative meetings
- Washington Center for Nursing (WCN) Board Meetings
- CalNOC orientation with NWOE
- Transforming Care at the Bedside NWOE Conference
- RWJ/AARP Countrywide Nursing Education Summit

## Calendar

### April

- 7 WSNA Labor Studies School - Negotiations - Seattle
- 14 WSNA Labor Studies School - Grievances - Seattle
- 15 Centennial Celebration at the Washington State History Museum, commemorating the 100th anniversary the WA State Nurse Practice Act
- 21 WSNA Labor Studies School - Negotiations - Seattle
- 28 WSNA Labor Studies School - Grievances - Seattle
- 29 Safe Staffing Education Session & Statewide Local Unit Council Meeting
- 29 WSNA Convention Early Bird Registration & Meet the Candidates Reception
- 30 WSNA Convention - Sea-Tac Hilton Hotel & Convention Center
- 30 WSNF Auction and Awards Reception

### May

- 1 WSNA Convention - Sea-Tac Hilton Hotel & Convention Center
- 1 NSWS Convention - Sea-Tac Hilton Hotel & Convention Center
- 5 WSNA Labor Studies School - Negotiations - Seattle
- 12 WSNA Labor Studies School - Grievances - Seattle
- 15 WSNA Cabinet on Economic and Geeneral Welfare Meeting
- 19 WSNA Labor Studies School - Negotiations - Seattle
- 25 Office Closed - Memorial Day Observed

### June

- 2 WSNA Labor Studies School - Negotiations - Seattle
- 5 WSNA Finance/ Executive Committees
- 8 or 9 WSNA Elections Ballot Counting
- 15-17 2009 ANA Policy Conference Healthcare Access: Nurses Creating Solutions - New Orleans, LA
- 20 WSNA Professional Nursing and Health Care Council

- Transition to Practice workgroup for Master Plan for Education, WCN
- Faculty Compensation workgroup for Master Plan for Education, WCN
- Johnson and Johnson Promise of Nursing Gala Steering Committee
- 2009 Nurse Practice Act Centennial Planning
- NWOE Nursing Practice Commission and AONE Practice Policy Committee
- Toxics Free Legacy Coalition Steering Committee
- Health Care Without Harm Nurses Work Group
- Ruckelshaus Safe Staffing Steering Committee Meetings
- Ruckelshaus Immediate Staffing Alert Task Force
- Ruckelshaus Education Advisory Committee
- National Federation of Nurses (NFN) National Executive Board meetings
- ANA Nursing Practice Network conference calls
- ANA Board of Directors meeting
- ANA Business Arrangement Task Force

# 2009 Convention

## SPECIAL SECTION

Biennial Reports . . . . .	6	Proposed Resolutions . . . . .	26
Biennial Reports (Districts) . . . . .	16	Elections . . . . .	27
Schedule . . . . .	20	Registration . . . . .	37
Proposed Bylaws Amendments . . . . .	21		

## BIENNIAL REPORTS

### President

*Kim Armstrong, Olalla*

At the 2007 WSNA General Assembly, members present provided direction for the WSNA Board of Directors in setting the goals and priorities for the 2007-2009 biennium. Those goals and priorities are broadly grouped as follows:

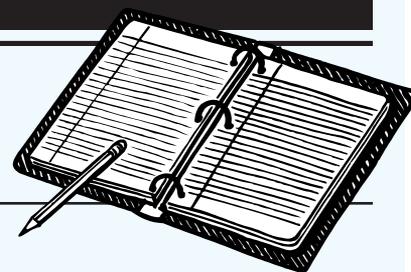
- **Membership:** Increasing direct communication with members, increasing membership, and increasing visibility of both nurses and WSNA
- **Enhancing Relationships:** With ANA, UAN, Specialty Organizations, i.e. ARNP Organizations, CNEWS, Washington Center for Nursing, Nursing Students of the North West (NSNW), Washington Organization of Nurse Executives (WONE), and other Nursing Unions, to name a few. Also to continue to build relationships with other CMAs around the country, The Washington Hospital Association, and The Washington State Medical Association. Additionally, continue coalition work with the Toxic Coalition, Health Care Without Harm and other groups which promote healthy living.
- **Financial:** Stability and Growth: WSNA continues to grow both in membership and influence. We were able to pass our goal of membership of 10,000 by our Centennial Celebration in May of 2008. As of last count, we are quickly approaching 11,000 members making us the second largest State Nurses Association in the nation. Communication methods continued to be enhanced via both printed LU Newsletters as well as the recently initiated on line newsletters. Legislative updates and Action Alert are now electronic. In addition, The Washington Nurse is sent quarterly to all members. Our WSNA Website continues to be expanded. I invite you to log on to [www.wsna.org](http://www.wsna.org) for additional information. Here you will find contact information concerning practice, as well as all WSNA's Position Papers, research, issues of the local units and what is happening in Olympia which is affecting our practice every day. In addition, you will find information on becoming

more involved in the profession. Involvement can be as little or as much as you desire. Staffing Workshops have been held over the state. The E&GW sponsored Labor Schools and the annual WSNA Leadership Conference have been, and continue to be, sources of information and communication with our members. On February 2, 2009, WSNA held WSNA Nurse Legislative Day with an attendance of 700 nurses and student nurses.

The Association's Board of Directors, Cabinets and Councils continue to reach out to other nursing organizations. We have been very successful in building coalitions to work legislatively on matters concerning nurses. We have built some non-traditional and sometimes what appears to be unlikely coalitions to promote a healthier population in the State of Washington and address workplace issues of all nurses. For example, in 2008, WSNA, the other unions who represent nurses for collective bargaining within the state, the Northwest Organization of Nurse Executives (NW-ONE), and the Washington State Hospital Association joined together to jointly support a safe staffing bill, creating nurse staffing committees in each hospital in the state. The bill passed and was signed into a Law by the Governor. We continue to support and grow these coalitions via legislation, information and education to promote the health of all individuals within the state. Our highly visible campaign to save Public Health and Public Health Nursing is yet another example of this important work.

WSNA continues to be a strong Constituent Member of the ANA. We continue to support ANA's programmatic activities on the national and state levels. Many of the issues we have in our state are also national, and ANA continues to look to WSNA for our expertise and guidance. WSNA is truly on the cutting edge on state and national topics of concern.

In December of 2007, with sadness and regret, the Board of Directors, acting on the recommendation from the Cabinet on Economic and General Welfare, voted to disaffiliate from the United American Nurses (UAN). In light of recent changes in the national labor scene, this has proven to be a wise decision. However, at that time, the Cabinet and Board directed WNSA to work on the development of a new national labor entity which your leadership has done. This has culminated in the formation of the National Federation of Nurses (NFN) which you will



hear more about of very soon.

Financially, WSNA's goal changed in the 2007-2009 biennium. Prior to this time, WSNA's financial goal was recovery and stability. We are now in a stable and growth era. Even though the economic situation nationally is strained, via sound financial policies and oversight, WSNA's financial outlook is positive. We the members, owe a great deal of gratitude to the exceptional staff who advise and work with your elected leaders, as partners, to meet the goals that were set forth at the 2007 General Assembly. We pledged to continue this fiduciary responsibility and we have been successful.

In 2008, WSNA celebrated its first 100 years – a fabulous Centennial celebration was attended by nearly 400 people commemorating the incredible achievements of our association. As we begin our next 100 years, it is truly an exciting time for WSNA and all nurses in Washington State and I would extend an invitation to all members to help in setting the future direction of WSNA by participating in the General Assembly at the Biennial Convention April 29-May 1, 2009.

## Executive Director

*Judy Huntington, Seattle*

The past two years have been filled with many challenges and successes for WSNA. I would like to first acknowledge the leadership of the WSNA Board, Cabinet and Councils as they provided leadership and direction to the WSNA governance structure and focused the work of the association on those priority issues identified at the 2007 WSNA Convention. I would also like to recognize the members of the WSNA staff for their hard work and steady commitment to the members and the work of the association. The partnership forged between our talented and committed leader-members and staff is the reason for most of the successes mentioned in the President's biennial report and the structural unit reports that follow. Additionally, I would like to highlight just a few of the accomplishments of the past two years:

- The good news, despite the challenging economy, is that WSNA is in a strong, positive financial position. Thanks to the hard work of our members, leaders and staff, we continue to grow the membership in our association with more than 1,500 new members in the last two years. WSNA currently has the third largest membership of the State Nurses Associations in ANA.
- Attendance at the annual Nurse Legislative Day and Leadership Development Conference continues to grow, setting new records each year to a new high of 700 attendees in 2009.
- With the help of the WSNA-PAC nurses continue to be well-represented in the Washington State Legislature. Washington State now has eight RNs in the State Legislature — more than in any other

state and many hold key leadership positions in both the House and the Senate.

- WSNA Members and staff increased our involvement and policy work with several state agencies in the areas of environmental and workplace health and safety, nursing and health personnel shortages, disaster preparedness, prevention of medical errors, stable funding for public health, and numerous scope of practice issues
- WSNA continues to work collaboratively with the Washington Center for Nursing, specialty nursing organizations, other unions, health care associations and patient advocacy groups around a number of joint concerns, including the development of a Master Plan for Nursing Education in Washington State.
- WSNA members were elected and appointed to national ANA offices in 2007 and 2008 and continue to serve the association nationally. This includes the election of Kim Armstrong as the Second Vice President of ANA.
- WSNA, in partnership with the state nurses associations of Montana, New York, New Jersey, Ohio, and Oregon, worked tirelessly over the past year to develop an initial constitution and founding documents for a new national union for registered nurses. This new union, the National Federation of Nurses (NFN) will represent nearly 70,000 nurses nationally. The initial Executive Board includes both our current WSNA Cabinet Chair and WSNA President: Jeanne Avey and Kim Armstrong. WSNA will also have representation on the National Advisory Board.
- Both the WSNA-PAC and the Washington State Nursing Foundation have engaged in highly successful fund-raising campaigns to support their work
- Electronic communication with members has greatly increased. New web pages for our 45 Local Units were added to the WSNA website; the expansion of Cap-Wiz and electronic action alerts have increased our electronic grassroots lobbying capabilities and new electronic newsletters and group e-mails are used to push important information to the members in a timely manner.
- WSNA was again awarded a grant from the John H. Merck Foundation to support a part-time Environmental Health Specialist to educate and help nurses become effective environmental activists for healthcare and workplace safety.
- WSNA has been an active participant and partner in many health care coalitions including the Public Health Funding Coalition, the Mental Health Parity Coalition, the IHI 100K Lives Campaign (now

the 5 Million Lives Campaign), the Healthiest State in the Nation Campaign and the Washington Fair Share Coalition, the Public Health Funding Coalition and many coalitions supporting health care reform.

- To carry out all of this work, several additional positions have been added to the WSNA staff and additional office space added in all programmatic areas – Communications, Governmental Affairs, Nursing Practice, Labor and clerical and legal support.

WSNA has continued to expand our outreach to the media, partnering with other nursing and health care organizations and key governmental agencies to promote statewide campaigns for support of healthy lifestyles, childhood immunizations and a stable funding source for public health. Several specialty nursing groups have sought closer ties to WSNA and more joint planning and coalition work are regularly taking place. WSNA has also helped facilitate the ongoing development of the Student Nurses of Washington State (NSWS) providing financial and technical support to help nursing students across the state become involved in the National Student Nurses Association and WSNA. They will hold their second annual convention in conjunction with the WSNA convention on May 1st.

The growing nursing shortage, concern and desire for more input into staffing decisions, challenging practice issues and health and safety initiatives continue to be among the top concerns of nurses everywhere. A tremendous amount of work has gone on to implement the new safe staffing legislation and the establishment of the hospital staffing committees. Monthly meetings of the Ruckelshaus Steering Committee has required intense work across all departments as we continue to work on the details of the legislation and the Memorandum of Agreement that was also agreed to by WSNA, SEIU, UFCW, NW-ONE and WSHA. Progress is being made and much work remains to be done to make these efforts to improve staffing and patient safety successful.

Contract negotiations have led to marked improvements in wages and internal parity and recognition for longevity than in previous years. These issues and the problem of access to health care services continue to provide us with new opportunities for alliances with other groups and for visibility with the media. WSNA is increasingly sought by others as a knowledgeable, valuable ally and we continue to capitalize on this to grow our membership and our image.

Time passes quickly and it hardly seems possible that I have been your Executive Director for ten years now! I continue to appreciate all the support and encouragement that you have given me as we worked together and I have the highest regard and respect for the trust and confidence that you have placed in me and our staff. We thoroughly enjoy working with and on behalf of all of you and look forward to our continuing our work together over the next biennium.

## Secretary / Treasurer

*Stasia Warren, Spokane*

**The WSNA Board of Directors and/or Executive Committee met a total of 13 times in the 2007-2009 biennium. Meetings of the Board of Directors were held on the following dates in the 2007-2009 biennium:**

- July 26, 2007
- November 15-16, 2007
- December 17, 2007
- March 21, 2008
- June 10, 2008
- July 17, 2008
- November 21, 2008
- March 20, 2009

**Meetings of the Board of Directors Executive Committee were held on the following dates in the 2007-2009 biennium:**

- October 19, 2007
- February 15, 2008
- June 6, 2008
- June 10, 2008
- October 18, 2008
- February 14, 2009

## Finance Committee

*Treasurer and Chairholder: Stasia Warren, Spokane; Kim Armstrong, Olalla; Tim R. Davis, Mt. Vernon; Judi M. Lyons, Ellensburg; Jean Pfeifer, Tonasket; Vee Sutherland, Nine Mile Falls*

**The Finance Committee met 6 times in the 2007-2009 biennium:**

- June 28, 2007
- October 19, 2007
- February 15, 2008
- June 6, 2008
- October 18, 2008
- February 14, 2009

### HIGHLIGHTS OF OUR ACCOMPLISHMENTS INCLUDE:

1. Improved financial stability
2. Balanced budgets for both years
3. Successful “clean” audits by the auditing firm of Venne & Co. Demonstrating significant financial improvements and growth in positive net assets and reserves for both 2007 and 2008.
4. Complete funding for planned accrued vacation time for all staff
5. Continual growth of membership resulting in the Washington State Nurses Association becoming the second largest Constituent Member Association of the American Nurses Association

## Cabinet on Economic and General Welfare

*Chair: Jeanne M. Avey, Longview; Vice Chair: Julia Weinberg, Bow; Secretary/Treasurer: Judi M. Lyons, Ellensburg; Marty Avey, Spokane; Julia R. Barcott, Yakima; Margaret M. Flanagan, Gig Harbor; Kathryn Ormsby, Spokane; Peggy J. Slider, Spokane; John Tweedy, Camano Island*

The Cabinet has continued to focus on education and outreach to members. We have been able to implement a number of new programs and improve others. Safe Staffing and Public Health have been a major focus for the last two years. The Cabinet sponsored a series of workshops that were presented in nine locations around the state. The workshops on Safe Staffing focused on the implementation of the new staffing law which went into effect in 2008. A Safe Staffing workshop will be held as a pre-convention event in April 2009.

Cabinet members testified at legislative hearings, participated in workshops and were involved in their own Local Unit staffing committees. WSNA has been a leader in the legislature the past several sessions with bills dealing with loopholes in the mandatory overtime law, dealing with the failure of employers to provide rest breaks. Local Unit members and Cabinet members have been very involved in hearings, testimony and educational sessions for our members. Staff have done extensive work with Labor and Industries on the "rest breaks issue," filed complaints with L&I, grievances and won arbitrations and filed law suits in the past two years in the ongoing battle to force employers to have safe staffing.

The crisis in Public Health funding has been a WSNA issue and a Cabinet issue. The Cabinet funded the beginning of the "THESE CUTS CAN KILL" PR campaign. Members and staff have written letters to local newspapers, gone to board meetings, lobbied county boards and commissions, participated in rallies and lobbied legislators at WSNA Legislative Day.

The WSNA Labor School was launched. This program is free, has CE credits and meets a need for more education for our members as they do their LU work.

The Chelan Leadership Conference continues to be a great success and filled to capacity each year. Between the Labor School and Leadership we have provided quality education, networking opportunities and great visibility for WSNA all at no cost to our members.

Negotiations have been more challenging this year, resulting in informational picketing and rallies at Seattle King County Staff, Ocean Beach Hospital and University of Washington Medical Center. The nurses turned out in huge numbers and the contract wins reflected the determination of the nurses.

Much work has been done on the National Scene as WSNA made the decision to (along with seven other SNAs) disaffiliate from our national union, United American Nurses. This was done after several years of working internally with no recognition or resolution of our concerns.

The WSNA Cabinet and Board spent countless hours and a great deal of anguish in making that decision, and it was the right one. The Cabinet remains strong in its belief that WSNA nurses need a strong national union voice and a strong American Nurses Association. WSNA and seven other State Nurse Associations have joined together to form a new National Union which will be public by the time this is published. It is unlike any other Nurses Union and we believe it will provide both unity and strength for our members in a very new way.

Ours membership numbers continue to grow despite the difficult times. This is due to the partnership of elected leaders and Local Unit members and WSNA staff. The commitment and dedication of members and staff forms a solid foundation for this organization. The increased visibility of our union as a result of our web site, our new electronic newsletters, improved membership language, aggressive reaching out to newly hired nurses at the facilities we represent, the education we are doing and the services we provide our members, the work of the Local Unit officers and negotiating teams to involve, educate and serve members is what ensures that WSNA remains the oldest and largest AND most effective union in Washington.

## Professional Nursing and Health Care Council

*Chair: Sharon Bradley, Spokane; Members: Mary Baroni, Seattle; Bobbi Gerard, Montesano; Christine Henshaw, Burien; Barbara Innes, Seattle; Marcia Morgenthaler, Anacortes; Felecia Rachner, Port Orchard; Deena Rauch, Moscow, Idaho; Jeaux Rinehart, Seattle, Bonnie Sandahl, Lynnwood; Rosa Young, Seattle*

The Professional Nursing and Health Care Council held five meetings during 2007-2009: October 20, 2007; February 23, 2008; June 21, 2008; October 11, 2008; February 21, 2009.

### GOALS IDENTIFIED AND ACCOMPLISHMENTS DURING THIS PERIOD INCLUDED:

1. Provide leadership for the nursing profession by focusing on key issues in nursing practice, assuring incorporation of ethical principles, and fostering the development and utilization of evidence to support decision-making
  - Three Fatigue workshops held including 2009 Convention
  - Fatigue self-assessment tools posted on WSNA website
  - Staffing survey implemented
  - Nine Safe Staffing workshops held throughout the state
  - Endorsed patient safety strategies identified in the Washington State Hospital Association Patient Safety and Quality booklet
  - Provided input and testimony to nurse delegation legislation regarding insulin delegation
  - Drafted proposed WSNA Resolution regarding Public Health
  - Initiated formal networking process with the Association of State and Territorial Directors of Nursing

2. Assure continued WSNA involvement in addressing pressing issues related to nursing education and continuing competency
  - Identified and prioritized issues list
  - Continued participation in NCQAC Continuing Competency project work and Washington Center for Nursing Master Plan for Education implementation activities
  - Completed White Paper on issue of Fatigue and its implications for patient and nursing outcomes
  - Identified and prioritized potential needed WSNA position paper topic areas
3. Increase the preparedness of nurses for providing nursing care during periods of disaster/other emergencies
  - Participated in the development of ANA document, Standards of Care for Altered Conditions
  - Obtained WSNA Board approval to appoint Special Committee on Disaster and Emergency Preparedness; membership identified and confirmed
  - Emergency Preparedness section and material added to WSNA Practice web pages including links for voluntary registration
  - Continuing to work with Nursing Students of Washington State and schools of nursing regarding student roles during emergencies/disasters; education session provided at NSWS 2008 Convention
4. Assure WSNA presence in the development of regulatory requirements for the practice of nursing within Washington State
  - Provided input for proposed legislation during both the 2008 and 2009 Legislative sessions: insulin delegation, staffing, UDA/Mandatory reporting, ARNP rules, environmental health issues, mandatory overtime, scope of practice for HCA/MAs, telehealth, and others
  - Letter sent to Executive Director NCQAC commending Nursing Commission for newsletter magazine publication
  - Supported Washington Health Professional Services DOH decision package to increase funding to support recovering nurse treatment program
  - Participated in development and presentation of two “Recovering Nurse” workshops
  - Published document clarifying differentiation of services between NCQAC and WSNA
5. Work continues in each area and includes, but is not limited to the following
  - Expanded networking with other organizations including Long-term Care
  - Repeating “Recovering Nurse” workshop

- Develop white paper/position paper(s) for such areas as medical homes; workplace schedules (in response to fatigue research); nursing leadership structure, development, and support
- Ongoing recruitment to support CEARP and CEPP programs
- Implementation of Emergency Preparedness Committee
- Continued provision of Safe Staffing workshops
- Develop and implement an on-line continuing education program for multiple WSNA course offerings
- Continue to identify additional strategies to better enhance and strengthen WSNA image particularly among non-collective bargaining audiences
- Work with ARNPs United to design/develop brochure(s) describing ARNP roles and educational pathways

## Legislative and Health Policy Council

*Chairholder: Susan E. Jacobson, Yakima; Harriet Colwell, Pasco; Louise Kaplan, Olympia; Antwinett O. Lee, Lynnwood; Elizabeth C. Stewart, Vancouver; Patricia D. Tobis, Bellevue; Kara L. Tompkins, Lakewood*

### 2007 – 2009 ISSUES AND PRIORITIES ASSIGNED TO THE LEGISLATIVE AND HEALTH POLICY COUNCIL BY THE WSNA BOARD OF DIRECTORS:

1. Nursing Shortage
2. Funding for Nursing Education Programs
3. Access to Care and Health Care Reform
4. Health Care Financing
5. Federal/State Initiatives
6. Quality Improvement in Health Care
7. WSNA Legislative Agenda
8. Health and Safety
9. Safe Staffing

### (GOALS FOR 2007 – 2009) SECURE PASSAGE OF:

1. Closing loophole in Mandatory Overtime Law
2. Uninterrupted rest and meal breaks
3. Safe Nurse Staffing
4. Public Health Funding
5. Funding for Nursing Enrollment Slots
6. Funding for Nursing Faculty

The Legislative and Health Policy Council recommended a Legislative and Regulatory Platform and Agenda to the WSNA Board of Directors in 2007 with revisions for 2008 and 2009. WSNA Platform and Agenda can be found on the WSNA website: [www.wsna.org](http://www.wsna.org)

The WSNA membership and staff worked to move our primary bills through legislation:

1. Passage of safe nursing staffing legislation through a negotiated process with the WA State Hospital Association, NW Organization of Nurse Executives and other unions.

2. Legislation to close the prescheduled on-call loophole in the Mandatory Overtime law was introduced but did not pass.
3. Legislation to mandate uninterrupted breaks was introduced but did not pass.
4. Funding for increased nursing enrollment slots, scholarship and loan repayment, along with faculty funding.

Hosted two summits on public health funding and was a leader in the Public Health Roundtable.

The regulatory arena is monitored for nursing concerns and WSNA has maintained a strong voice with the Washington State Department of Health and Department of Labor and Industries on critical nurse, labor, and health care issues.

The council continues to work with a coalition of advanced practice nursing groups to come to agreement with them regarding their legislative priorities, so that nurses can speak with one voice. We have continued to support bills of the various advanced practice nursing groups.

WSNA has expanded its political Grassroots Network with the WSNA website, web-based grassroots lobbying tool CapWiz along with the usage of electronic newsletters. This information is also available on the WSNA website at [www.wsna.org](http://www.wsna.org).

The Legislative and Health Policy Council members meet twice a year and hold weekly telephone conference calls with the WSNA president, executive director, staff and the WSNA lobbyist during the legislative session. Members provide input to the WSNA contract lobbyist to implement WSNA's direction on nursing and health care bills.

Each February, WSNA holds Nurse Legislative Day in Olympia where members and students are educated on lobbying techniques and the WSNA current priorities for health care legislation. Participants are given a briefing sheet to use when visiting with their elected state delegation.

## WSNA-PAC Board of Trustees

*Chairholder: Leyli A. Woodfield, Spokane; Kim Armstrong, Ex Officio, Olalla; Debra M. Brogan, Elma; Harriet C. Colwell, Pasco; Alecia N. Cosgrove, Port Orchard; Martha Goodall, Mead; Joni L. Hensley, Everson; Kathleen Lange, Seattle; Sheila G. Malmberg, Wenatchee; Pamela Newsom, Seattle; Pamela O. Rimel, Yakima; Tamara Warnke, WSNA Lobbyist*

WSNA PAC conducted the 2008 Health I.Q. Candidate Evaluation Process. This was 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. The PAC spent over \$10,000 in donations to candidates. We had a potential to add 2 additional nurses to the Legislature. Washington State boasts 8 nurse legislators, the most in the nation.

Nurse Legislative Day continues to be a success with 700 attendees each year. Governor Gregoire was the keynote speaker in 2009. Breakout sessions included public health funding, health care access, advanced

practice issues, environmental health, and nurse staffing.

The WSNA PAC Board of Trustees would like to thank all of you who made contributions towards the PAC over the last two years and all of you who have volunteered your time in interviewing candidates. It is because of all of your efforts that we are able to educate the candidates on important nursing and health care issues.

## Bylaws / Resolutions Committee

*Chairholder: Anita A. Stull, Seattle; Nancy G. McAfee, Seattle; Joanna Boatman, Kalama. Pamela Rimel, Yakima; Elizabeth Thomas, Seattle*

The Bylaws/Resolutions Committee met on November 18, 2008. Staff presented recommendations for amendments to the WSNA Bylaws to be in conformity with ANA Bylaws and changes needed resulting from the WSNA disaffiliation from the UAN. Additionally, recommended changes to the composition of the PNHCC and Affiliates sections were received. The Committee reviewed these recommendations and the WSNA Bylaws and proposed changes to the WSNA Bylaws were developed by the Committee and forwarded to the WSNA Board of Directors for approval and submission to the 2009 WSNA General Assembly for perfecting before being sent to the WSNA membership for final approval.

The Committee considered two non-emergency resolutions that were submitted by the October 31, 2008 deadline. Proposed Resolution #1, "Safety Precautions for Work Clothing in the Clinical Environment," was submitted on behalf of the Occupational and Environmental Health and Safety Committee; and Proposed Resolution #2, "Achieving Permanent Funding and Support for Public Health Services," submitted by the WSNA Professional Nursing and Health Care Council. These proposed resolutions were reviewed by the WSNA Board of Directors at its November 2009 meeting. The Board sent the proposed resolutions back to the Bylaws/Resolutions Committee for further revision. The Committee met again on January 22, 2009 to revise the Proposed Resolutions #1 and #2, and submitted them to the Board of Directors Executive Committee for final approval and forwarding on to the 2009 WSNA General Assembly. The Committee will meet again in the morning on April 30, 2009 to consider any emergency resolutions that may come forward. The resolutions will be considered and voted on at the April 30, 2009 meeting of the WSNA General Assembly

## Convention Planning Committee

*Co-Chairholders, Jennifer A. Graves, Seattle, and Tim Davis, Mount Vernon; Muriel Softli, Seattle; Janet Toone, Spokane; Deanna Vesco, Seattle; Debra Stauffer, Bellevue*

The Convention Planning Committee is energized about the 2009 convention. Building on the success of our first 100 years, the theme of the 2009 Convention is "WSNA: The Next 100 years... Our future is now." The Convention will focus on current and emerging issues in nursing, while exploring nursing's opportunity to help shape the delivery of health care utilizing evidence-based practices. Nurses will be inspired to lead discussions and advocate for patients and the profession at local,

regional and national levels and to speak with unity and conviction.

The format will consist of the biennial meeting, keynote speakers, break-out sessions, poster presentations and vendor exhibits. Additionally, the Nursing Students of Washington State (NSWS) Second Annual Convention will be held in conjunction with WSNA's convention with their business meeting being scheduled on Friday.

Plan on attending the convention April 29, 30 and May 1 at the Hilton – Seattle Airport. Come renew friendships, make new friends, and participate in establishing our future direction. This is an opportunity to shape WSNA's goals and illuminate personal opportunities to advance the profession of nursing.

---

## WSNA Nominations / Search Committee

*Chair: Beatrice Wolf, Spokane; Lorraine L. Bethay, Yakima; Joan M. Caley, Vancouver; Sally Herman, Mt. Vernon; Susan M. Jacobson, Tacoma; Muriel Sofili, Seattle*

The WSNA Nominations/Search Committee met on November 14, 2008. The purpose of the meeting was to develop a ballot of elected offices. The consent forms on hand were reviewed and a ballot was developed. Prospective nominees were confirmed by telephone calls from the committee members. The cut-off date of February 28, 2009 for self-declared candidates was established and published.

The ballot of nominees for the elected offices will be presented to the WSNA General Assembly on April 30, 2009, and further nominations will be taken from the floor. The ballot of elected offices, including candidates' statements will appear in the Spring 2009 issue of *The Washington Nurse*, and the final ballot will be mailed to the WSNA membership following the May 1, 2009 General Assembly.

---

## Economic and General Welfare Nominating / Search Committee

*Chair: Sally Baque, Olalla; Dian Davis, Tacoma; Evelyn L. Street, Olympia*

The Economic and General Welfare Nominating/Search Committee met on November 14, 2008. The purpose of the meeting was to develop a ballot of eligible candidates for election for the following: Cabinet on Economic and General Welfare Chair, Vice Chair, Secretary/Treasurer, and Cabinet members; Economic and General Welfare Nominating / Search Committee. Criteria for running and voting for these positions are limited to WSNA bargaining unit nurses as described in the WSNA Bylaws and WSNA policy. The consent to serve forms were reviewed and a ballot was developed. Self-declared candidates meeting the criteria could self-declare their candidacy by February 28, 2009. The ballot of nominees for election to these offices will be presented to the WSNA General Assembly on April 30, 2009, and further nominations of eligible members will be taken from the floor. The final ballot will be mailed to the WSNA Bargaining Unit membership following the May 1, 2009 General Assembly.

## Occupational and Environmental Health and Safety Committee

*Chair: Debi Brogan, Elma; Members: Kim Armstrong, Ex Officio, Olalla; Karen R. Bowman, Ex Officio, Seattle; Sally A. Budack, Tacoma; Butch de Castro, Seattle; Margaret M. Flanagan, Gig Harbor; Roberta L. Gerard, Montesano; Patricia D. Tobis, Bellevue; Judith Turner, Fox Island; Susan Wilburn, Seattle*

The Occupational and Environmental Health and Safety Committee held three meetings on the following dates: July 10, 2008; October 10, 2008; February 27, 2009

### GOALS AND ACCOMPLISHMENTS:

1. Promote health and safety through awareness and education among nurses in all settings
  - Continued to prioritize zero-lift education through Washington Nurse articles and continued participation in the Governor's Conference Planning Committee, and the safe patient handling collaborative
  - Support of personal product awareness via WSNA web page links to education materials related to safe cosmetics
  - Continued development of pediatric environmental health promotional materials in collaboration with Physicians for Social Responsibility
  - Completed WSNA Headquarters Office occupational and environmental health and safety assessment
2. Provide advice and recommendations to WSNA leadership in the development of policy, coalition partnerships, and research efforts regarding specific health and safety topics
  - Expanded WSNA safe staffing survey tool to include additional environmental health related questions
  - Continuing to develop strategies to increase participation in survey including offering such during 2009 convention; analysis to be completed after May 31, 2009
  - Reviewed inventory of WSNA promotional materials regarding health and safety; identified need for expanded material in several topic areas and in process of updating such
  - Identified subcommittee to develop priorities for focusing on the needs of the aging workforce
  - Increasing committee partnerships by inviting key coalition organization members to each meeting to share priorities, initiatives, and identify additional strategies for future work together

3. Support opportunities for nurses interested in health and safety issues to network, consult and communicate among peers

- Identified strategies to increase nurse engagement during 2009 convention including providing poster presentation on MRSA and marketing staffing survey
- Developed proposed Resolution for WSNA 2009 General Assembly regarding Safety Precautions and Work Clothing in the Clinical Environment
- Targeted two communities (Olympia/Aberdeen and Anacortes) for "Health and Safety" brown bags with local units/districts on topic of workplace violence for August/September education sessions
- Advocate to policymakers and the public about the issues and role of nurses in the workplace and environmental health
- Continued to provide evidence and supportive materials to numerous legislative bills during both the 2008 and 2009 Legislative sessions. Topics have included Children's Safe Products Act (model legislation for nation), Secure Pharmaceuticals, Safe Baby Bottle Act, lead chemical action plan, blood lead testing for children on Medicaid, and others
- Continued work engaging student nurses in health and safety issues and events

4. Respond to emerging occupational and environmental health threats

- Through the efforts of Karen Bowman, MS, RN, COHN-S, WSNA Environmental Health Specialist, WSNA maintains a strong presence in the collaboratives concerning toxic chemicals in the environment such as the Hanford project, Clean Up of Puget Sound initiatives.

5. Work continues in the following areas:

- Developing mechanisms to identify and network with RNs who are members of hospital-based Safety Committees
- Working with Nursing Students of Washington State to explore potential student projects across the campuses within the state
- Continued expansion of print and on-line materials
- Ongoing implementation of Health and Safety Recommendations from WSNA Headquarters Office assessment to ensure a safe work environment for WSNA Staff

## Continuing Education Approval and Recognition Program Committee (CEARP)

*Chair: Marva Petty, Vancouver; Members: Rebecca Davis, Tacoma; Barbara Innes, Seattle; Joan Garner, Maple Valley; Linda Latta, Auburn; Past Committee Members: Rosa Young, Seattle; Kathryn Saulsbury, Bow; Marcia Morganthaler, Anacortes; Theresa Buxton, Spokane; Melinda Poso, Lakewood*

### GOALS AND ACCOMPLISHMENTS:

1. Promote quality CEARP-approved Continuing Nursing Education (CNE) which meet ANCC/WSNA Criteria
  - Reviewed 29 provider, 87 faculty directed, and 10 independent study applications resulting in a total of 401.5 contact hours approved
  - Provided consultation to applicants by phone and the CEARP newsletter, HIGHLIGHTS, which is distributed electronically twice a year to all approved applicants. Information included tips for conducting quality CNE and ways to improve the application process
  - Revised the WSNA Philosophy of Nursing Professional Development.
  - Revised the Purpose and Goals statement for CEARP.
2. Conduct the CEARP peer review process to assure Reviewers are in agreement with ANCC accreditation criteria when reviewing applications.
  - Conducted two CEARP meetings per year (by telephone) which are strictly devoted to peer review
  - Two in-person meetings were held devoted to reviewing ANCC guidelines and updating CEARP Policies & Procedures, all related forms, performing quality review of CEARP Committee functioning and completing annual report required by ANCC.
  - Inter-rater reliability averaged agreement on 75% of the items reviewed. (Goal=90%) (Committee members determined their interpretation of criteria varied so guidelines and review forms were revised to further clarify specific criteria to prevent misinterpretation.)
3. Evaluate and revise CEARP policies as needed to maintain an efficient and reliable review and approval process.
  - Applicants can download all CEARP guidelines/application forms from the WSNA website at no cost. (Instituted Oct, 2006).
  - All approved applicants receive timely emails when changes made to the guidelines.
  - Timeliness of the review and approval process monitored; procedures revised as needed to assure prompt handling of all applications.
  - Monthly reports citing the current status of all applications are provided as visual feedback to CEARP reviewers.

PAID ADVERTISEMENT

Sally Baque  
Tacoma

Kathy Ormsby  
Spokane

Julia Rose  
Barcott  
Yakima



E&GW Secretary /  
Treasurer

E&GW Vice-Chair

E&GW Chair

Reaching  
across the  
state to  
represent you

Mindful of the past,  
firmly rooted in the present,  
with an eye to the future.

VOTE FOR TEAM WASHINGTON!

4. Develop plan for annual evaluation of all WSNA-approved providers to ensure compliance with ANCC guidelines

- Specific plan for evaluating all approved WSNA applicants was not developed. However, a number of renewing Provider applications have come under closer scrutiny as result of being found not in compliance. These applicants have been placed on “conditional approval” and must submit applications for approval prior to any future CNE they plan to conduct, until they are found to be in compliance with ANCC criteria.

5. Work continues in the following areas:

- Membership recruitment to CEARP continues to be a top priority
- Updated CEARP application guidelines and forms to further clarify ANCC criteria and reflect upcoming changes in such criteria
- Strengthen quality assurance policies to assure CEARP is complying with ANCC criteria
- Continued refinement of Committee inter-rater reliability measures/criteria forms

### Washington State Nurses Foundation

*President: Sally Herman, Mt. Vernon; Vice President: Susan Glass, Spokane; Secretary/Treasurer: Jean Pfeifer, Tonasket; Executive Director: Judy Huntington, Kent; Joan Caley, Vancouver; Susan E. Jacobson, Yakima; Carol Oeljen, Spokane; Pamela Pasquale, Wenatchee; Vee Sutherlin, Nine Mile Falls; Stasia Warren, Spokane*

WSNF provided financial support in keeping with its mission to acquire and develop funds for clinical, literary, scientific, and educational advancement of the nursing profession. WSNF investments have performed above the market average. WSNF goal is to continue to have a diversified and balanced portfolio and to make prudent investments decisions.

In addition to donations, the primary fund raising event in 2007 was the silent auction at the WSNA Convention that raised \$9,482.50. The special Deo Little challenge and gift giving focus raised \$9,571 for the Dolores Little Scholarship Fund during the Convention, for a total of over \$19,000 dollars. Over \$1,500 was raised for WSNF at Leadership Conference (2007-2008). WSNA Centennial lithographs and books in 2008 have raised \$5,000 for WSNF. Donations since October 2007 in honor of/memorials/Deo Little donations have exceeded \$6,000.

During 2007-2009 WSNF provided \$23,000 in support of students and

PAID ADVERTISEMENT

## Julia Weinberg RN for WSNA President 2009-2011



Over 25 years of professional staff nurse practice

Over 25 years as a member of WSNA serving in a variety of leadership roles and positions at the local, district, state and national level

Is Prepared, Passionate,  
Dedicated, Experienced

AND

READY TO LEAD OUR PROFESSIONAL NURSING ORGANIZATION INTO THE FUTURE

## Nursing Instructors

Tacoma Community College, located in the beautiful Pacific Northwest in Washington State, is currently recruiting for Nursing Instructors to prepare & teach on a generalist level, from well families to acute/chronically ill adults. Provide instruction in classroom and laboratory settings, as well as clinical supervision and evaluation of students at a variety of affiliated institutions. Consideration date: 4/10/09.

We are in the planning phases for our exciting new \$50M Health Careers Center which will include a state-of-the-art interdisciplinary simulation center!

253.566.6024  
hr@tacomacc.edu  
www.tacomacc.edu

EOE

Shoreline Community College Nursing Program is actively recruiting for a Full-time, Tenure-Track NURSING INSTRUCTOR position effective Fall 2009. Seeking Masters prepared faculty with prior teaching experience and current clinical skills in Medical-Surgical Nursing. Join an established ADN program with a dedicated and team-oriented faculty!

Vacancy announcement and information available online at <http://www.shoreline.edu/hr/full-tim.htm>. Applications received by April 15th will receive first consideration. Further questions can be directed to Veronica Botts in Office of Human Resources 206-546-4769.

**Shoreline**  
COMMUNITY COLLEGE



16101 Greenwood Avenue North  
Shoreline, Washington 98133

nurses' education, grants, practice and research activities throughout Washington State.

### WSNF SCHOLARSHIPS AWARDED

In 2007, \$7500 to 10 nursing students - \$1000 each to Mary Dyczewski (ADN), Marie Fargher (ADN), Angela Mathis (UW), Linda Fillipi (ADN), Elise Spencer (PLU) Deo Little Scholarship; \$500 each to Cory Hudson (ADN), Marjorie Rubel (ADN), Rachel Spangler (SPU-BSN), Sarah Wilkerson (ADN), Matthew Christopher (ADN).

In 2008, \$1000 to 14 nursing students - Masters Program - Kathryn Bader; BSN students - Christine Topinka, Rebecca Campbell, Adriana Christanty, Lauren Cornett, Christine Cozart, Jana Gillies, Sara Robinson, Ruth Saunders, Zekariase Woldselassie; Associate Degree Program - Jessica Bauser, Barbra Clary, Chandra Nelson, Rachel Warren.

### WSNF GRANTS AND DONATIONS

- A mini grant of \$500 was awarded to Deena Rauch for the project "A Rural Epidemic: Creating the Patient Safety Tipping Point at Whitman Hospital and Medical Center."
- WSNF co-sponsored a table at the Promise of Nursing Gala in March 2009. WSNF sponsored 4 seats at \$750 each for a total of \$3000.

Scholarship and Grant recipients were extremely appreciative of the support and honor of these awards to assist them with their expenses. They all appreciate WSNA and all that it does and stands for. All those recipients who were able to attend and be recognized at the Convention and Awards Banquet were thrilled to have been invited and in awe of the WSNA leadership and excellence.

To our many donors, we truly appreciate your financial support so that we are able to continually provide for those much needed resources by those who are advancing their education in nursing. Thank you all for assisting WSNF to increase the Deo Little Scholarship Endowment Fund. We are expecting to see you at the upcoming 2009 WSNA Convention and WSNF auction.

In addition, the WSNF Board of Trustees wish to give thanks to our Executive Director, Judy Huntington, and Assistant Executive Director of Nursing Practice, Education and Research, Sally Watkins, for their expert assistance and advice. Without them and their expertise, we would not be able to achieve all that we do. We owe our success to all the members, donors and the staff at WSNA.

## BIENNIAL REPORTS (DISTRICTS)

### King County Nurses Association District 2

*District Officers: Pamela Newsom, RN, BSN, President; Mary Seidel, PhC, RN, MA, Vice President; Elizabeth Dunphy, BSN, RN, MHA, Secretary; Maureen Niland, PhD, RN, Treasurer; Members At-Large: Judith Albers, RN, BSN, CRRN; Rose Franzmeier, RNC, MBA; Jim Hunziker, MSN, ARNP; Antwinett Lee, MSN, RN; Frankie Manning, RN, MAN; Angel Mathis, MN, RN; Anne Poppe, MN, BA, RN; Alison Pyle, MN, MPH; Barbara West, EdD, RNC, CNE; Sue Vermeulen, Executive Director.*

#### GOALS FOR 2007 – 2009

1. Provide services that engage members.
2. Manage resources to maintain organizational stability.
3. Collaborate with professional organizations and community groups to further the mission of KCNA.
4. Recognize and acknowledge excellence in nursing.

#### HOW WERE THE GOALS MET?

##### RN Professional Education

Nurses Law School was co-sponsored with the Washington State Trial Lawyers Association in the winter of 2008 with 150 participants

Fall events 2007 encouraged members to get involved in "Community Involvement Initiatives" with activities ranging from working at the food bank warehouse to walking as a part of the Washington Health Foundation's Healthiest State in the Nation Campaign.

District Meetings are held annually to provide members with an opportunity to learn more about KCNA activities and to announce the slate of officers for election. The 2007 meeting topic was "Preparing for Pandemic Flu" with Dr. Kay Koelemay of the Seattle-King County Public Health Department. The 2008 event featured an "Immunization Update" presented by Betsy Hubbard, RN, MN of the Seattle-King County Public Health Department. The 2009 meeting launched the new KCNA project on "Homelessness" and included presentations from the SPU Nursing Students and Michael Garcia of Real Change Homeless Newspaper. The group packed 200 cold kits for Real Change homeless vendors.

The "Forum on Methamphetamine" was held in April 2007 and included presentations from the Partnership for a Drug-Free America on the "Meth 360" program. Local law enforcement mental health, health care professionals, and a recovering addict were speakers.

Continuing Nursing Education Workshops offered on: Nurse Legal Consulting, Environmental Issues in Health Care, Sexuality Issues in Health Care, and Creating Effective Power Point Presentations.

Neighborhood Health Special Interest Group meets on a regular basis and worked on a project regarding influenza vaccine and nurses by distributing a survey and compiling the results. In 2008, the group merged with Governmental Affairs and started working on the issue of homelessness in King County.

##### Member Services

Shining Star Awards program for individual nurses, facilities, and nurses working in the community on special projects, recognizes the diversity within the nursing profession.

Conducted a biennial survey of the membership to determine organizational priorities.

Awarded a \$500 mini grant to Antwinett Lee to work with Seattle University nursing students on health promotion activities in the High Point Community in West Seattle.

##### Community Collaboration

KCNA provides financial support to nonprofit organizations including \$3,000 to the March of Dimes for the Nurse of the Year event. Other donations (\$100-200 each) are made annually and included: Filipino Nurses Association, First Place, Food Lifeline, League of Women Voters, The Market Foundation, Mary Mahoney Professional Nurses Association, Noel House, Northwest Harvest, SPU Nursing Camp, Solid Ground, Treehouse, Washington State Nurses Foundation, and Youth Care.

##### Student Involvement

Student scholarships of \$1,500 each were provided to ten students in 2006/07 and eleven scholarships of \$1,500 each in 2007/08. KCNA will award ten scholarships of \$1,500 each in the Spring of 2009.

Complimentary admissions were provided to educational events and to the Spring banquet/annual meeting (2 students per school). When the complimentary admissions were exhausted, reduced admission fees were available.

KCNA participated in a program with Seattle Pacific University School of Nursing to educate nursing students about community organizations. As a result, four students served as student members of the KCNA Governmental Affairs Special Interest Group (SIG), and the Neighborhood Health SIG.

The KCNA Advocate newsletter and Student Supplement are delivered to all (nine) nursing schools in King County twice per school year. In addition, KCNA board members act as liaisons at each school to answer questions.

Fiscal Stability — KCNA Board develops and monitors the Strategic Plan that guides the work of the organization. Investments have met the goal of having one year's worth of the annual operating budget in a reserve fund.

## Pierce County Nurses Association District 3

*District Officers: Susan M. Jacobson, President; Roberta Wilkens Bischoff, Vice President; Carolyn MacLeod, Secretary; Sonya Miller, Treasurer and Judy Turner, Executive Director*

### GOALS FOR 2007 – 2009

1. Community visibility
2. Promotion of nursing education
3. Increase local unit participation
4. Support activities of local units by providing use of our office

### HOW WERE THE GOALS MET?

1. Billboards for Public Health funding, although the PCNA name was not on the billboard.
  - We also participate in high school career fairs.
  - PLU movie in March
2. Scholarships for members, nursing students, and high school seniors planning a nursing career.
  - Also in newsletter mention of WSNF scholarships.
  - We also sponsor breaks @ leadership training, convention, etc.
3. Our newsletter encourages participation in the district
4. We let the local units use the office for regional meetings of officers; negotiation teams meet here; hospital based safe staffing committees have met here. Also used by WSNA staff for special projects.

### IF THE GOALS WERE NOT ACCOMPLISHED, WHAT IS THE CURRENT STATUS?

We believe that we are doing pretty well with our goals. We would like to be more visible in community based events.

PCNA used to have a very active program of continuing education. Somehow would like to see that revised.

## Inland Empire Nurses Association District 4

*District Officers: Theresa G. Buxton, Ph.D., RN President Michele L. Slider, Vice President; Carlene F. Haynes, Secretary; Maratha Goodall, Treasurer; Directors—Anne T. Bailey, Diana Dodson, Judith L. Edmonds, Danielle E. Feist, Louanne E. Hausmann, Carrie E. Holliday, Peggy Slider, Lynn M. Stapleton, Laurel F. Vessey*

### 2007 – 2009 ISSUES AND PRIORITIES

The focus last year was on our members and we are continuing that emphasis again this year. Our duty of providing professional development and influencing the legislative process was fulfilled in October during the Legislative Nights and again in February when our organization

sponsored a bus to take students from WSU-Spokane, Tri-Cities and Yakima, and Spokane Community College Nursing Students to Nurse Legislative Day in Olympia. Additionally as we did last year, we reached out to other nursing organizations to join us for the Legislative evening in October. By inviting other nurses we develop a stronger, louder, and unified voice regarding nursing and health care.

### GOALS FOR 2007 – 2009

- Increase visibility of IENA among its members
- Increase readership of IENA newsletter
- Increase the CNE offerings to our members
- Increase the number and amount of nursing scholarships to students in the undergraduate and graduate level nursing programs.
- Continue to invest money efficiently and effectively
- Review the organizational structure of IENA to determine how to become a more efficient BOD.

### HOW WERE THE GOALS MET?

- We enhanced our web site to be more interactive. Members may now register for events online. IENA also publishes its monthly newsletter online and runs a contest for our members to find their names and receive small rewards (thus increasing the readership of our newsletter).
- We started an annual “dinner on us” meeting with local unit representatives and the WSNA representative to increase our visibility. We also increased our involvement in nursing events such as “Pride in Nursing Day” and handed out more token gifts such as magnet and highlighters that publicized IENA.
- We had a spring event last April in which IENA hosted an Italian dinner as a member appreciation night out. We had over 100 people in attendance. For this year we are presently planning a centennial celebration in which we hope to have 150 people in attendance.
- In 2008, we issued 8 scholarships to students attending Spokane Community College, Gonzaga University, WSU/ICN undergraduate and graduate nursing. At our upcoming spring event we hope to issue 6 scholarships to nurses in all 3 schools of nursing.
- We offered CNE during the Legislative Night in October 2007 and attempted to offer 6 hrs of CNE in October in 2008. Instead the CNE days have been bumped to April in order to reach a larger audience and allow more time for planning. 4 hrs will be devoted to developing healthier work environments and development of nurses around us, and the other 2 hours of CNE will focus on drug-resistant organisms.
- The BOD is presently reviewing the 20 different positions (many of which are unfilled) to determine how we could streamline our operations, increase representation from all of our agency constituents, and become more efficient.
- The finance committee is continuing to follow and monitor sound investment strategies to maximize our returns in this tenuous economy.

## Fort Vancouver Nurses Association District 11

Contact Person: Marva Petty, Vancouver

### 2007 – 2009 ISSUES AND PRIORITIES

The Fort Vancouver Nurses Association (District #11) was inactive during the 2007-2009 biennium. However, the district continued to support the community and WSNA through the following activities:

1. Provided a contribution to the 2007 WSNF Silent Auction.
2. Provided continued financial support to the Free Clinic of Southwest Washington and in memory of the clinic's director, Marie Howery.
3. Partnered with WSNA to fund a billboard in Clark County to advance WSNA's "Campaign to Save Public Health."
4. Members Joan Caley and Marva Petty submitted an op-ed article which was published in The Columbian.
5. Provided donations to WSNF and the Clark College Foundation in memory of long time district member Veda DeColon.
6. Provided a contribution to the Washington State Historical Society to fund the Washington State Nursing traveling exhibit.

## Skagit / Island / San Juan Nurses Association District 16

District Officers: Sally Herman, President; Alizon Zak, Treasurer; Kathleen Brown, Director; Sharon Hooey, Director; Paul Blum, Director

### 2007 – 2009 ISSUES, PRIORITIES, AND GOALS

- Safe staffing, disaster preparedness, ecological impacts in hospitals, how to go green in hospitals
- Promote our Nursing Profession, WSNA and ANA
- Promote educational growth for nursing students and the RN membership within District 16
- Participation in WSNA sponsored events by District members
- Provide funds for nursing students (enrolled in the RN program at Skagit Valley College, Mount Vernon and Whidbey Branch) in order to attend Nurse Legislative Day in Olympia on an annual basis.
- Offer annual scholarships to District members pursuing advanced degrees
- Offer scholarships annually to ADN Nursing students
- Recognize and support District members

District 16 provided for 101 SVC nursing students & 5 faculty members to attend Nurse Legislative Day in 2007, paying their registration fee and ½ of their transportation expenses. This year, District provided for 75 students and 3 faculty members to attend Nurse Legislative Day, from both branches of the College.



# THE WSNF Auction is Coming!

**April 30, 2009 • 8am – 7pm**

DURING THE  
**2009 WSNA CONVENTION AT THE  
Hilton Seattle Airport Hotel & Conference Center**

WSNF Silent Auction proceeds will benefit nursing scholarships and small nursing research grants. Mark your calendar and invite your family, friends, and colleagues. You too can join in the fun and help support the scholarship and grant activities of WSNF even if you can't be there! Your donations are tax-deductible. We are looking for donations of the following items, or you can contribute money toward purchase of these items to be auctioned:

### WSNF AUCTION ITEM WISH LIST

Wine Baskets... Shopping gift certificates... Travel gift certificate... Restaurant gift certificates... Hotel gift certificates... Theatre / Arts / Movie Tickets... Sporting Event Tickets... Family Event Tickets... ...Artwork and other items of value.

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

For additional information please contact Barbara Bergeron at the WSNF/WSNA office at 206.575.7979, ext 3024.

**SEE YOU AT THE AUCTION!**

The SVC Nursing Program now has in the program the expectation that the graduating students will be expected to attend this event. District 16 is committed to provide for the registration and 1/2 transportation cost for the event.

District 16 awarded Marcia Morgenthaler, RN, BSN, CNOR a "1000" scholarship toward the Masters Programs 06/07 with expected graduation date Dec, 2008.

WSNA Convention, held May 3-4, 2007, Tacoma Sheraton Hotel — Students in attendance included Carrie Bowman, Desirae Doesey, Valerie DeFolo, Kari Pitts, Gerard Pringle, Lorelei Seifert, Valor Hopes, Brook Hinkle, Kim Vanderveat, Tiffany Messmer, and Bridgett Francisco. Kathryn Saulsbury attended also from SVC faculty. District RN members were reimbursed for their registration fee and 1 night's stay. Student registrations were paid for by the District. All the students were very appreciative to be able to attend our Convention.

District 16 donated "Skagit Valley Tulips" an original water color painting, valued at \$600 to The WSNF auction, held May 3 during the Convention. Painting was done by a District 17 member, Kathy Dennis.

The WSNA Centennial Celebration was held May 6, 2008. District 16 paid the \$50 fee for those District 16 members who attended, with the exception of those 9 RN's attending from Island Hospital, as their registration fee was paid for by the Hospital. Our most senior members who attended were Millie Marcus, Ruth Brookins, and retired SVC faculty member, Sheila Seibert. The others from Skagit Valley were Tim Davis, Mary Davis, Sharon Hooley, Kathy Brown, Linda Warman, Shelly Van Pelt, Julia Weinberg, Kristi Kaufman, Jan Iverson, and Sally Herman. Each one received a beautiful 100 year Centennial Program, with entries and pictures of the past 100 years. As none were able to attend from SVC, District 16 acquired a Program for the College. All who attended the event were thrilled and in awe of the accomplishments of this organization and all of its members. Sheila Seibert sent us a \$50 check toward the scholarship fund.

ANA Convention was held in June 2008 with 4 of our District members attending HOD as Delegates; held June 24-28. District 16 supported them financially to assist in expenses to Washington, DC. District members that you sent to ANA to represent WSNA were Julia Weinberg, Tim Davis, John Tweedy, and Sally Herman.

9 District members were recognized with \$10 gift certificates for their contribution, collaboration, and leadership efforts in 2008.

WSNA Leadership Conference was held at Lake Chelan September, 2008. District 16 donated a basket (value of \$100). Kathy Brown purchased the items for the basket and took it to Chelan for the silent auction to benefit the WSNF Scholarship fund.

District 16 also purchased the ANA teaching IOM's, as recommended by Mary Foley, for SVC Nursing Program.

Julia Weinberg attended the District 16 Board of Director's meeting October 24, 2008. She requested District 16 sponsor a workshop on fatigue and safety in the work place in 2009. We have not been able to follow up with a date to provide this for our members.

WSNA's 2009 Convention will be held at Hilton Seattle Airport Hotel, across from SEATAC airport April 29-May 1, 2009. Also, the NSWS (Nursing Students of Washington State) will be having their 2nd annual State Convention on May 1 in cooperation with WSNA's Convention. District 16 is offering stipends to those RN members and nursing students in order to attend this most important and educational event.

Please contact Sally Herman at 360.424.8123 or email her at s\_aherman@hotmail.com. Please make time for this very important Convention and educational offering.

We thank all of our District 16 members for their support and participation!

---

## Kittitas County Nurses Association District 18

*District Officers: Judi M. Lyons, RN, President, Celeste Tapia, Secretary; Diane Ellersich, Treasurer; Board Members: Jodi Huschka, Sue Lowatchie, Pam Clemons, Kathy Wilson; Local Unit Officers: Vonda Jennings, Chair; Paul Kelly, Co-Chair; Judi Lyons, Secretary/Treasurer; Eric Davis, Nursing Practice Committee; Judi Lyons, Chair; Vonda Jennings, Bruck Kenoyer, Phyllis Coates, Lelani Winegar*

### 2007 - 2009 ISSUES AND PRIORITIES

- Enhance communications with members
- Appoint members to serve on safe staffing committees, and educate them on the appropriate information to build a strong relationship with administration.
- Increase participation in WSNA events by district and local unit members.
- Goals for 2007-2009
- Educate members on contract language meaning.
- Continue good working relationship with administration to resolve issues before grievances arise.

### HOW WERE THE GOALS MET?

- Schedule regular meetings to discuss contract issues.
- Sponsor events at the district and local unit levels.
- Encourage members to attend WSNA and ANA events and reimburse their attendance
- Recognize and support nurses who participate on district, local unit nurse practice and conference committee levels

# Convention Agenda

## WEDNESDAY, APRIL 29, 2009

### Pre-Convention Meetings

#### 10:00am - 2:00pm

Pre-conference CE Session on Safe Staffing  
*Limited to RN Hospital-Based Staffing Committee Members and Local Unit Members*

#### 2:00pm - 6:00pm

Local Unit Council Meeting  
*Limited to Local Unit Officers or Designees*

#### 6:30pm - 8:30pm

Wine and Cheese Networking Session & Meet the Candidates  
*Open to all Convention Attendees*

## THURSDAY, APRIL 30, 2009

#### 7:30am - 9:00am

Registration Opens, Continental Breakfast, Networking, Vendor Exhibit and Poster Sessions, and WSNF Silent Auction Opens

#### 8:15am - 8:45am

"Finding Your Way at Convention" *A Brief Orientation for Students and New Attendees*

#### 9:00am - 10:15am

Keynote Speaker: *Barbara Dossey, PhD, RN, FAAN*  
*"Florence Nightingale Today: Healing, Leadership and Global Action"*

#### 10:15am - 10:45am

Break: *Refreshments and Networking with Vendor Exhibits and Poster Sessions. WSNF Silent Auction.*

#### 10:45am - 12:30pm

*1st Session WSNA General Assembly Business Meeting*

- Introductions, Welcome & Opening Remarks
- Centennial Video
- Adoption of General Assembly Rules & Agenda
- Nightingale Tribute
- "Vision, Mission & Goals" and Biennial Reports
- Call for Nominations from the Floor
- President's Address
- Old business

#### 12:30pm - 1:30pm

*Lunch and Networking with Vendor Exhibits and Poster Sessions. WSNF Silent Auction.*

#### 1:30pm - 3:30pm

*2nd Session WSNA General Assembly and Business Meeting*

- Action on Proposed Bylaws Amendments
- Action Proposed Resolutions
- Special Awards
- New Business
- Adjournment

#### 3:30pm - 4:00pm

Break: *Refreshments and Networking with Vendor Exhibits and Poster Sessions. WSNF Silent Auction*

#### 4:00pm - 5:00pm

Keynote Speaker - *Barbara Dossey, PhD, RN, FAAN*  
*"Nightingale Initiative for Global Health"*

#### 5:00pm - 5:45pm

Reception with heavy hors d'oeuvres. Last bids for the WSNF Silent Auction.

#### 5:45pm - 7:45pm

WSNA Member and Community Awards Session. Closing of WSNF Silent Auction.

## FRIDAY, MAY 1, 2009

#### 7:30am - 8:30am

Registration, Continental Breakfast and Networking with Vendor Exhibits and Poster Sessions

#### 8:30am - 9:45am

Keynote Speaker - *Monique Lambert, PhD*  
*"Nursing Workflow - Can Technology Really Help"*

#### 9:45am - 10:15am

Break: *Refreshments and Networking with Vendor Exhibits and Poster Sessions*

#### 10:15am - 11:30am

Plenary Session: *"Never Events - Is This Finally Nursing's Opportunity?"*

#### 11:30am - 12:45pm

*Lunch Break and Networking with Vendor Exhibits and Poster Sessions*

#### 12:45pm - 1:30pm

*Concurrent CE Sessions*

- "Fatigue and the Impact on Patient and Nurse Safety"
- "Social Justice - The Future of Caring"
- "Continued Competency - Our Commitment to the Public"
- "Transition into Practice - Keeping the Promise to New Nurses"
- "Preventing and Dealing with Workplace Violence"

*One-Time Only Session*

- "Master Plan for Nursing Education"

#### 1:30pm - 2:00pm

Break: *Refreshments and Networking in the Vendor Exhibits and Poster Sessions*

#### 2:00pm - 2:45pm

*Repeat of Concurrent CE Sessions*

- "Fatigue and the Impact on Patient and Nurse Safety"
- "Social Justice - The Future of Caring"
- "Continued Competency - Our Commitment to the Public"
- "Transition into Practice - Keeping the Promise to New Nurses"
- "Preventing and Dealing with Workplace Violence"

*One-Time Only Session*

- "Nursing Research & the Workplace - Where Are We Now and What's Next?"

#### 3:00pm - 4:30pm

Roundtable Dialogue Sessions  
*Small facilitated groups will identify key issues and strategies to help guide WSNA priority-setting for the next two years.*

#### 3:00pm - 5:00pm

Nursing Students of Washington State (NSWS) Convention  
*Business Meeting for Nursing Students, Faculty Advisors, Student Leaders and interested nursing students*

#### 4:30pm - 5:00pm

WSNA Wrap Up and Adjournment

## Process for Action on the 2009 Proposed WSNA Bylaws Amendments

The following proposed amendments to the WSNA Bylaws were approved by the Bylaws/Resolutions Committee and the WSNA Board of Directors to be forwarded to the General Assembly for consideration and perfection and then will be sent to the Membership by mailed ballot for final action.

The Bylaws/Resolutions Committee has grouped the proposed amendments into 2 groupings around specific subject matters. The motions are grouped together because they are interrelated. If they are not voted on as a group, there is a risk of adopting some amendments and not adopting other interrelated amendments. The groupings are to ensure consistencies throughout the WSNA Bylaws when the adopted amendments are placed in the bylaws.

### **PROPOSED AMENDMENT GROUP #1: RELATIONSHIP WITH NATIONAL OR INTERNATIONAL LABOR ORGANIZATIONS**

Proposed Amendment #1 consists of 7 parts (A, B, C, D, E, F, & G) and will be voted on in **one vote**.

### **PROPOSED AMENDMENT GROUP #2: ORGANIZATIONAL AFFILIATES**

Proposed Amendment #2 consists of 3 parts (A, B & C) and will also be voted on in **one vote**.

The Proposed Amendments to the specific WSNA Bylaws Articles and Sections are stated in the "Proposed Amendment" sections. The Current

WSNA Bylaws language is reflected in the left-hand column of the chart; proposed changes and new language are reflected in the middle column of the chart, marked "Proposed Language;" and the "Rationale" for the changes is in the right-hand column.

The two groupings of the proposed amendments will each be presented to the WSNA General Assembly by the Chair of the Bylaws/Resolutions Committee in two separate motions:

1. Madam president, I move PROPOSED AMENDMENT GROUP #1: WSNA'S ABILITY TO AFFILIATE WITH A NATIONAL OR INTERNATIONAL LABOR ORGANIZATION, be approved and forwarded to the WSNA membership for final action by mailed ballot.
2. Madam president, I move PROPOSED AMENDMENT GROUP #2: ORGANIZATIONAL AFFILIATES, be approved and forwarded to the WSNA membership for final action by mailed ballot.

The two proposed amendment groups each contain several subgroups, which have been assigned a letter (e.g. Amendment #1A, #1B, #1C, #1D, etc.). During the Bylaws discussion at the 2009 WSNA General Assembly, each of these subgroups will be discussed individually and perfected if needed, in alphabetical order. When it comes time to vote at the General Assembly, the vote will be one vote on all of the subsections of the full Amendment group as presented by the Chair of the WSNA Bylaws/Resolutions Committee and reflected in the examples of the motions above.

Following the close of the General Assembly meeting, the Bylaws amendments will be sent to the WSNA Membership for final action by mailed ballot.

## Join Us in Celebrating at the 2009 WSNA Awards Reception!

**JOIN US IN CELEBRATING** at the 2009 WSNA Awards reception on Thursday evening, April 30, 2009 at the WSNA Convention at the Hilton Seattle Airport Hotel & Conference Center, where WSNA will be honoring the outstanding achievements of several of our nursing colleagues and community partners. The awards event will also feature a buffet of heavy hors d'oeuvres and the WSNF Auction.

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

### **WSNA Honorary Recognition Award**

Recognizing distinguished service or valuable assistance to the nursing profession

### **Marguerite Cobb Public Health/ Community Health Nurse Award**

Recognizing significant contributions to the field of public or community health nursing

### **Joanna Boatman Staff Nurse Leadership Award**

Recognizing significant contributions to the advancement of staff nurses and achievements in the economic and general welfare area of nurses in the state of Washington

### **ANA Honorary Membership Recognition Award**

Presented to a Washington State Nurses Association member in recognition of outstanding leadership, as well as participation in and contributions to the purposes of WSNA and ANA

### **WSNA Community Partner Award**

Given in recognition of significant contributions made toward advancing nursing and the health and wellness of the Citizens of Washington State

## **PROFESSIONAL NURSING AND HEALTH CARE COUNCIL RECOGNITION AWARDS**

### **Best Practice Award**

Presented to an individual to recognize best practice in the daily care of patients / clients

### **Nurse Leadership and Management Award**

Presented to an individual to recognize excellence in nursing leadership and management

### **Nurse Educator of the Year**

Presented to an individual to recognize excellence in nursing education

### **The Ethics and Human Rights Award**

Presented to an individual to recognize excellence in ethics and human rights

### **Research Award**

Recognizing excellence in nursing research that addresses practice issues

*The names of the 2009 Awardees will be posted on the WSNA Website in April.*

## Text of the 2009 Proposed WSNA Bylaws Amendments

### PROPOSED AMENDMENT GROUP #1: RELATIONSHIP WITH NATIONAL OR INTERNATIONAL LABOR ORGANIZATIONS

*Proposed Amendment #1 consists of 7 parts (A, B, C, D, E, F, & G) and will be voted on in one vote.*

**Amendment #1A:** Amend by striking the current Article III, Section 2(D) of the WSNA Bylaws in its entirety and replace it by inserting the following: **“Any increase in the present rate of assessment paid by WSNA to any national or international labor organization with which WSNA is affiliated shall be automatically incorporated into the annual dues paid by each member represented for collective bargaining by WSNA.”**

Current WSNA Bylaws	Proposed Language	Rationale
<p><b>Article III, Section 2(D) of the WSNA Bylaws:</b> <b>p.10</b></p> <p><b>D.</b> Any change in the present rate of assessment paid by WSNA to UAN shall be automatically incorporated into the annual dues paid by each member represented for collective bargaining by WSNA so long as the UAN is an Associate Organization Member (AOM) of ANA.</p>	<p><b>Article III, Section 2(D) of the WSNA Bylaws:</b> <b>p.10</b></p> <p><b>D. Any increase in the present rate of assessment paid by WSNA to any national or international labor organization with which WSNA is affiliated shall be automatically incorporated into the annual dues paid by each member represented for collective bargaining by WSNA.</b></p>	<p>Since WSNA is no longer a member of the UAN, there is no need to specifically reference the UAN in the WSNA Bylaws.</p> <p>WSNA is working with other states to form a new national labor organization and this new language allows WSNA to pass through dues or assessments to the new national labor organization as it previously did with the UAN.</p>

**Amendment #1B:** Amend Article V, Section 6 (B) of the WSNA Bylaws by striking in the last sentence, **“to the United American Nurses (UAN) Labor Assembly”** and replace it by inserting **“alternates to the appropriate governing body of any national or international labor organization with which WSNA is affiliated.”**

Current WSNA Bylaws	Proposed Language	Rationale
<p><b>Article V, Section 6(B):</b> <b>p.12</b></p> <p><b>B.</b> Voting for elected officials of WSNA, dues rate of WSNA, and delegates/alternates to ANA shall be the right of every member. Only those bargaining unit WSNA members shall vote for the Cabinet on Economic and General Welfare and the Economic and General Welfare Nominating/Search Committee. Only WSNA members who are members of a WSNA bargaining unit shall vote for delegates to the United American Nurses (UAN) Labor Assembly.”</p>	<p><b>Article V, Section 6(B):</b> <b>p.12</b></p> <p><b>B.</b> Voting for elected officials of WSNA, dues rate of WSNA, and delegates/alternates to ANA shall be the right of every member. Only those bargaining unit WSNA members shall vote for the Cabinet on Economic and General Welfare and the Economic and General Welfare Nominating/Search Committee. Only WSNA members who are members of a WSNA bargaining unit shall vote for delegates <b>to the United American Nurses (UAN) Labor Assembly and alternates to the appropriate governing body of any national or international labor organization with which WSNA is affiliated.</b></p>	<p>WSNA is working with other states to form a new National labor organization and this change in language allows for the election of WSNA delegates and alternates to the representative governing body of the new labor organization.</p>

**Amendment #1C:** Strike the current Article V, Section 7(A)(7) of the WSNA Bylaws and replace by inserting the following: **“7. The terms of office for ANA Delegates/Alternates shall begin according to ANA Bylaws, and the terms of office for Delegates and Alternates to the governing body of any national or international labor organization with which WSNA is affiliated shall be in accordance with the constitution and bylaws of that labor organization.”**

Current WSNA Bylaws	Proposed Language	Rationale
<p><b>Article V, Section 7(A) (7):</b></p> <p><b>p. 13</b></p> <p>7. “The terms of office for UAN Delegates and ANA Delegates/Alternates shall begin according to ANA Bylaws.”</p>	<p><b>Article V, Section 7(A) (7):</b></p> <p><b>p. 13</b></p> <p><b>7. The terms of office for ANA Delegates/ Alternates shall begin according to ANA Bylaws, and the terms of office for Delegates and Alternates to the governing body of any national or international labor organization with which WSNA is affiliated shall be in accordance with the constitution and bylaws of that labor organization.”</b></p>	<p>This amendment deletes reference to the UAN and provides for the election of delegates and terms of office to be in compliance with the Constitution and Bylaws of the new national labor organization with which WSNA is affiliated.</p>

**Amendment #1D:** Amend Article VIII, Section 4(D)(1) by striking “the UAN” in the last line and inserting “any national or international labor organization with which WSNA is affiliated.”

Current WSNA Bylaws	Proposed Language	Rationale
<p><b>Article VIII, Section 4(D)(1):</b></p> <p><b>p. 23</b></p> <p>The Cabinet on Economic and General Welfare shall:</p> <p>1. develop and review policies and procedures for the conduct of the WSNA economic and general welfare program in keeping with the principles and policies of the ANA and the UAN.</p>	<p><b>Article VIII, Section 4(D)(1):</b></p> <p><b>p. 23</b></p> <p>The Cabinet on Economic and General Welfare shall:</p> <p>1. develop and review policies and procedures for the conduct of the WSNA economic and general welfare program in keeping with the principles and policies of the ANA and <b>any national or international labor organization with which WSNA is affiliated.”</b></p>	<p>This amendment deletes reference to the UAN and provides for polices in keeping with those of the new national or international labor organization with which WSNA is affiliated.</p>

**Amendment #1E:** In Article VIII, Section 4(E)(3), Responsibilities, strike “United American Nurses (UAN) National Labor Assembly” and insert “governing body of any national or international labor organization with which WSNA is affiliated”

Current WSNA Bylaws	Proposed Language	Rationale
<p><b>Article VIII, Section 4(E)(3), Responsibilities:</b></p> <p><b>p. 24</b></p> <p>The responsibilities of the Economic and General Welfare Nominating/Search Committee shall be to research and request names of candidates and prepare a slate for election to the Cabinet on Economic and General Welfare, Economic and General Welfare Nominating/Search Committee, and delegates and alternates to the United American Nurses (UAN) National Labor Assembly according to the procedure adopted by the Cabinet on Economic and General Welfare.</p>	<p><b>Article VIII, Section 4(E)(3), Responsibilities:</b></p> <p><b>p. 24</b></p> <p>The responsibilities of the Economic and General Welfare Nominating/Search Committee shall be to research and request names of candidates and prepare a slate for election to the Cabinet on Economic and General Welfare, Economic and General Welfare Nominating/Search Committee, and delegates and alternates to the <b>governing body of any national or international labor organization with which WSNA is affiliated</b>, according to the procedure adopted by the Cabinet on Economic and General Welfare.”</p>	<p>This amendment removes reference to the UAN and provides for the Economic and General Welfare Nominating / Search Committee to prepare a slate of candidates for election of delegates and alternates to the governing body of the new national or international labor organization with which WSNA is affiliated.</p>

**Amendment #1F:** Strike the current Article XIII, Section 3(A), and replace by inserting the following: **“The number of delegates to represent the WSNA at the ANA House of Delegates is specified in the ANA Bylaws. The number of delegates to represent the WSNA at the governing body of any national or international labor organization with which WSNA is affiliated shall be in accordance with the constitution and bylaws of that labor organization.”**

Current WSNA Bylaws	Proposed Language	Rationale
<p><b>Article XIII, Section 3(A):</b></p> <p><b>p. 30</b></p> <p><b>A.</b> The number of delegates to represent the WSNA at the ANA House of Delegates and the number of delegates to the UAN National Labor Assembly are specified in the ANA and UAN Bylaws.”</p>	<p><b>Article XIII, Section 3(A):</b></p> <p><b>p. 30</b></p> <p><b>A. The number of delegates to represent the WSNA at the ANA House of Delegates is specified in the ANA Bylaws. The number of delegates to represent the WSNA at the governing body of any national or international labor organization with which WSNA is affiliated shall be in accordance with the constitution and bylaws of that labor organization.</b></p>	<p>This amendment deletes reference to the UAN and provides for election of the number of delegates in keeping with polices of the new national or international labor organization with which WSNA is affiliated.</p>

**Amendment #1G:** Amend Article XIII, Section 3(C), by striking the current language in its entirety and replace by inserting the following: **“WSNA Delegates and Alternates to the governing body of any national or international labor organization shall:**

1. **be WSNA members;**
2. **be elected by members of bargaining units represented by WSNA;**
3. **be elected by secret ballot for two-year terms;**
4. **be members of a bargaining unit represented by WSNA throughout the term of office as delegate;**
5. **serve as delegates for no more than four consecutive terms, exclusive of any time served on the executive body of such labor organization.**

**If a vacancy occurs in the office of delegate, the position shall be filled by the elected alternates in the order of votes received in the election”**

Current WSNA Bylaws	Proposed Language	Rationale
<p><b>Article XIII, Section 3(C):</b></p> <p><b>p. 31</b></p> <p>WSNA Delegates and Alternates to the UAN National Labor Assembly shall:</p> <ol style="list-style-type: none"> <li>1. be WSNA members;</li> <li>2. be elected by members of bargaining units represented by WSNA;</li> <li>3. be elected by secret ballot for two-year terms;</li> <li>4. be members of a bargaining unit represented by WSNA throughout the term of office as delegate to the UAN National Labor Assembly;</li> <li>5. serve as delegates for no more than four consecutive terms, exclusive of any time served on the UAN Executive Council.</li> </ol> <p>If a vacancy occurs in the office of UAN delegate, the position shall be filled by the elected alternates in the order of votes received in the election.</p>	<p><b>Article XIII, Section 3(C):</b></p> <p><b>p. 31</b></p> <p><b>WSNA Delegates and Alternates to the governing body of any national or international labor organization shall:</b></p> <ol style="list-style-type: none"> <li>1. <b>be WSNA members;</b></li> <li>2. <b>be elected by members of bargaining units represented by WSNA;</b></li> <li>3. <b>be elected by secret ballot for two-year terms;</b></li> <li>4. <b>be members of a bargaining unit represented by WSNA throughout the term of office as delegate;</b></li> <li>5. <b>serve as delegates for no more than four consecutive terms, exclusive of any time served on the executive body of such labor organization.</b></li> </ol> <p><b>If a vacancy occurs in the office of delegate, the position shall be filled by the elected alternates in the order of votes received in the election.</b></p>	<p>This amendment deletes reference to the UAN and provides for election of the number of delegates in keeping with polices of the new national or international labor organization with which WSNA is affiliated.</p>

**PROPOSED AMENDMENT GROUP #2: ORGANIZATIONAL AFFILIATES:**

*Proposed Amendment #2 consists of 3 parts (A, B& C) and will also be voted on in one vote*

<b>Amendment #2A:</b> Amend Article IV - Affiliation by striking the word “Affiliation” and inserting the words “Organizational Affiliates” in the title of the article and inserting the word “Organizational” before the word “Affiliate” in Section 1. Definition		
<b>Current WSNA Bylaws</b>	<b>Proposed Language</b>	<b>Rationale</b>
<p><b>Article IV - Affiliation</b></p> <p><b>p.10</b></p> <p><b>SECTION 1.</b> Definition</p> <p>An affiliate is any organization of registered nurses which promotes the goals of professional nursing.</p>	<p><b>Article IV - Affiliation Organizational Affiliates</b></p> <p><b>p.10</b></p> <p><b>SECTION 1.</b> Definition</p> <p>An <b>Organizational</b> Affiliate is any organization of registered nurses which promotes the goals of professional nursing.</p>	<p>This clarifies the definition of what is meant by “Affiliate” and allows for broader representation of the specialty areas of nursing practice and education on the Professional Nursing and Health Care Council and gives more meaningful input for the Organizational Affiliates of WSNA.</p>
<b>Amendment #2B:</b> Amend Article IV, Section 4. Rights by inserting the words “and a voting seat of the Professional Nursing and Health Care Council.” after the words “WSNA General Assembly”		
<b>Current WSNA Bylaws</b>	<b>Proposed Language</b>	<b>Rationale</b>
<p><b>Article IV - Affiliation</b></p> <p><b>SECTION 4.</b> Rights</p> <p>Any organizational affiliate shall be entitled to:</p> <p><b>A.</b> one represented voice, but no vote in the WSNA General Assembly,</p>	<p><b>Article IV - Affiliation Organizational Affiliates</b></p> <p><b>SECTION 4.</b> Rights</p> <p>Any organizational affiliate shall be entitled to:</p> <p><b>A.</b> one represented voice, but no vote in the WSNA General Assembly, <b>and a voting seat on the Professional Nursing and Health Care Council.</b></p>	<p>This allows for broader representation of the specialty areas of nursing practice and education on the Professional Nursing and Health Care Council and gives more meaningful input for the Organizational Affiliates of WSNA.</p>
<b>Amendment #2C:</b> Amend Article VIII, Section 5. (A) by inserting “at least” after the words “be” and before “eleven” and adding a new second paragraph “Additional seats on the Council may be appointed by the WSNA Board of Directors from the membership of the Organizational Affiliates.”		
<b>Current WSNA Bylaws</b>	<b>Proposed Language</b>	<b>Rationale</b>
<p><b>Article VIII, Section 5. Professional Nursing and Health Care Council</b></p> <p><b>p.21</b></p> <p><b>A.</b> Composition</p> <p>There shall be eleven members on the Council. Seven are elected and four appointed. Five of the seven elected positions are designated research, education, practice, administration, and ethics and human rights, one at-large and one as chairholder. The chairholder also serves on the WSNA Board of Directors.</p>	<p><b>Article VIII, Section 5. Professional Nursing and Health Care Council</b></p> <p><b>p.21</b></p> <p><b>A.</b> Composition</p> <p>There shall be <b>at least</b> eleven members on the Council. Seven are elected and four appointed. Five of the seven elected positions are designated research, education, practice, administration, and ethics and human rights, one at-large and one as chairholder. The chairholder also serves on the WSNA Board of Directors.</p> <p><b>Additional seats on the Council may be appointed by the WSNA Board of Directors from the membership of the organizational affiliates.</b></p>	<p>This allows for broader representation of the specialty areas of nursing practice and education on the Professional Nursing and Health Care Council and gives more meaningful input for the Organizational Affiliates of WSNA.</p>

## RESOLUTION #1

# SAFETY PRECAUTIONS AND WORK CLOTHING IN THE CLINICAL ENVIRONMENT

**WHEREAS,** Healthcare exposures to body fluids and other potential infectious materials can be unwitnessed and unrecognized, and

**WHEREAS,** Infectious organisms have been proven to live for weeks and months on health care equipment, clothing and linens, and

**WHEREAS,** Patients are at risk for disease transmission from health care workers clothing and hospital equipment and linens that have been inadequately laundered, and

**WHEREAS,** Hospital laundries utilize laundry treatments determined by degree of soiling, and achieve laundry sterilization by using high temperatures (heat sterilization), long laundry cycles and severe pH shifts (chemical sterilization), which cannot be achieved by home laundering, and

**WHEREAS,** Clothing of hospital clinical personal is considered a minimal barrier in preventing disease transmission and colonization of health care workers from their patients and health care setting, and

**WHEREAS,** Health care workers should not pull soiled clothing over their face and head when undressing and therefore should wear clothing that can be removed without contaminating the face and head, and

**WHEREAS,** Under federal law, the employer is to provide employees a workplace free of recognized hazards and to provide personal protective equipment that is needed in the workplace;

### BE IT THEREFORE

**RESOLVED,** That WSNA strongly support and encourage health care employers to provide and launder health care workers' clothing worn in the work setting,

### AND, BE IT FURTHER

**RESOLVED,** That WSNA, in order to minimize the risk of disease transmission to health care worker's families, home and community, encourage and support policies that work clothes and shoes not being taken out of the clinical work setting,

### AND, BE IT FURTHER

**RESOLVED,** That in order to minimize the risk of disease transmission, WSNA support infection control policies that prohibit health care workers from personally laundering patients' clothing and belongings outside of the workplace setting,

### AND, BE IT FURTHER

**RESOLVED,** That WSNA support workplace health and safety policies that meet CDC recommendations and ensure employer-provided clothing for health care workers is functional, protective and comfortable.

### AND, BE IT FURTHER

**RESOLVED,** That WSNA educate employers and nurses about the infection risks of pulling soiled clothing over the face and head when undressing and encourage the provision of clothing that can be removed without contaminating the face and head,

### AND, BE IT FURTHER

**RESOLVED,** That WSNA support enforcement of regulations of health care employers to provide a workplace free of recognized hazards and to provide personal protective clothing and equipment that is needed in the workplace;

### AND, BE IT FURTHER

**RESOLVED,** That the Cabinet on Economic and General Welfare encourage the Local Units to consider various methods to implement the intent of this resolution. ■

### Resolution #1 submitted by: Occupational and Environmental Health and Safety Committee

Contact Person: Deb Brogan, Chair  
Home phone: 360.482.5381  
E-mail: dbirn@comcast.net  
or brogan918@comcast.net

Recommended for adoption as edited  
by the WSNA Bylaws/Resolutions  
Committee 11-18-08

Recommended for adoption by the  
WSNA Board of Directors 11-21-08  
Recommended for adoption by the  
WSNA Cabinet on Economic and  
General Welfare 01-10-09

Recommended for adoption by the  
WSNA Board of Directors Executive  
Committee 02-14-09

### Resolution #2 submitted by: Professional Nursing and Health Care Council

Contact Person: Sheri Bradley, Chair  
Work Phone: 509.434.7655  
E-mail: cherRN@hotmail.com

Recommended for adoption by the  
Professional Nursing and Health  
Care Council

Recommended for adoption as edited  
by the WSNA Bylaws/Resolutions  
Committee 01-22-09

Recommended for adoption by the  
WSNA Board of Directors Executive  
Committee 02-14-09

**RESOLUTION #2****ACHIEVING PERMANENT FUNDING AND SUPPORT FOR PUBLIC HEALTH SERVICES**

**WHEREAS,** Public health is the most cost effective system for disease prevention and health improvement and is also our first line of defense in responding to bioterrorism and in disaster preparedness, and

**WHEREAS,** Only 2% of the Nation's total health care dollars are spent on public health services, and Washington ranks 44th in the nation in per capita spending on public health, and

**WHEREAS,** Funding has eroded over the past decade and public health districts have already streamlined to provide only the most essential and critical services, and now even these services are in jeopardy because there is no long-term, stable funding source for public health, and

**WHEREAS,** The general public, communities and decision-makers have limited knowledge regarding the scope and essential nature of public health services, interventions and their long term impact on the general welfare and health of all residents of Washington State, and

**WHEREAS,** WSNA has a long history of support for public health and the common welfare of our citizens and WSNA seeks to join with and support our colleagues on the front lines of public health,

**BE IT THEREFORE**

**RESOLVED,** That WSNA conduct a review of current state and national public health standards and recommendations and develop a WSNA position paper describing the essential components of public health policy and public health nursing consistent with delivery of high quality public health care and nursing practice,

**AND, BE IT FURTHER**

**RESOLVED,** That WSNA, through its lobbying, coalition and public relations efforts, continue to lead and educate the Washington State legislature, local governments and the general public about the critical need for public health and public health nursing and strongly advocate for an adequate and permanent stable funding source for these essential services.

**Elections****Candidate Profiles****PRESIDENT**

**JULIA A. WEINBERG,** District #16, Bow; Education: Associate Degree, Everett Community College; Present Position: Staff Nurse, PACU, Skagit Valley Hospital; Present Offices: Vice Chair, Cabinet on Economic and General Welfare; Co-Local Unit Chair, Skagit Valley Hospital; Staff Nurse Delegate, ANA House of Delegates; Past Offices: Member, Cabinet on Economic and General Welfare; Co-Local Unit Chair, Skagit Valley Hospital; District



#16 President; Staff Nurse Delegate, ANA House of Delegates; Honors, Awards, Service: Joanna Boatman Staff Nurse Award; Cabinet on Economic and General Welfare Local Unit Chair Award; Mentoring of Student Nurses and help with transition from Student to Practicing Nurse.

*"No doubt you have asked the questions: "Why does someone want to be President of WSNA? and What does it take to be President of WSNA? I have asked myself these same questions. I believe that among the most important qualifications are a strong foundation in current nursing practice and commitment to the profession, as well as experience in leadership, organizational skills, and the ability to do priority setting. The President, after gathering all the available information and with thoughtful understanding, must be able to make tough decisions as needed. Leading through the good times is fun, but one must also be able to face tough challenges when the stakes may be high and the potential for loss could be great. Most importantly, the President must have the ability to actively listen and learn and must be able to represent the interests of all members, not just his/her own.*

*"What kind of experience do I have and will bring to the office of President of WSNA?*

*"I have been a local unit leader for over 25 years! I have served on the WSNA Board of Directors for one term, have served as District #16 Nurses Association President for five years, I chaired the Constituent Council of District Presidents for one two-year term. I have served two terms on the Cabinet on Economic and General Welfare, for which I currently hold the Vice Chair position. I have served as a PAC Board member of my Legislative District, served one term on the Cabinet on Nursing Practice and Education for our state organization of WSNA. At the national level I have served in the elected role as an ANA Delegate staff nurse representative for Washington State for at least 5 terms and was elected and held the position of Hearing Panel member for the UAN for almost one full term before we disaffiliated.*

Continued from previous page...

*"Have been prepared and have been mentored over these past many years by many leaders and others. At this time, I am now offering to the membership of WSNA, my abilities and experience, my leadership and learned skills, my commitment of both person and time, for your consideration and support of me as a candidate for the office of President of the Washington State Nurses Association for the 2009-2011 term. Thank you."*

### VICE PRESIDENT

**HARRIET C. COLWELL**, District #15, Pasco; Education: Associate Degree, Skagit Valley College; BS in Animal Science, Washington State University. Present Position: Staff Nurse, Rehab Unit, Kadlec Medical Center. Present Offices: WSNA PAC Board of Trustees; Member, Legislative and Health Policy Council; Local Unit Chair/Grievance Officer. Past Offices: WSNA Board of Directors; Local Unit Vice Chair; Local Unit Secretary. Honors, Awards, Service: Member, WSNA from 1993-Present; Certified Rehab Nurse.

*"Have been a RN for 15 years, a certified Rehab Nurse for the past 12 years. I am running for the office of WSNA Vice President. As a past member of the WSNA Board of Directors, a current member of WSNA's PAC Board of Trustees, and the current Local Unit Chair of Kadlec Medical Center's Local Bargaining Unit, I have worked on both local and state levels to improve nursing in Washington State. I want to continue that work as WSNA's Vice President. I would appreciate your vote. Thank you."*

**TIM R. DAVIS**, District #16, Mt. Vernon; Education: Masters, University of Washington, Bothell; Present Offices: Vice President, WSNA Board of Directors; Delegate to ANA House of Delegates; Past Offices: Chair and Member of Cabinet on Economic and General Welfare; Local Unit Grievance Officer; UAN Board of Directors; Delegate to UAN National Labor Assembly; Delegate to ANA House of Delegates. Honors, Awards, Service: Member of Washington State Nurses Association; Member of Sigma Theta Tau.

*"I have chosen to run for re-election as Vice President to support the new President and Board in transitioning to the complex national and local issues we face. Provide some continuity in our ever-changing environment. My goal is to keep WSNA a State and National Leader for Nursing Issues and Patient Advocacy."*

### SECRETARY / TREASURER

**VERLEE 'VEE' SUTHERLIN**, District #4, Nine Mile Falls; Education: MSN, MEd, Gonzaga University; University of Portland; BSN, Whitworth College; Diploma, Deaconess Hospital School of Nursing; Present Position: Staff Nurse, Pediatric After Hours, Sacred Heart Medical Center, Spokane. Present Offices: WSNA Board of Directors Member At-Large Staff Nurse; Past Offices: WSNA Board Member, WSNA Secretary-Treasurer, Member of Finance Committee; Member of WSNF Board of Trustees; Board Member and Officer of Inland Empire Nurses Association District #4. Honors, Awards, Service: IENA Outstanding Nurse of the Year, 2004.

*"I would be pleased to serve as your Secretary/Treasurer for the next two years. As a current board member and long time WSNA member, I am familiar with the issues and challenges facing our profession and WSNA today. My background as a staff nurse, nurse educator and administrator, provides me with the skills to participate in Board deliberations and decisions that will sustain the stability of WSNA in Washington as well as nationally. I look forward to representing the membership on the Board as your Secretary/Treasurer. Thank you for your vote."*

### DIRECTORS AT-LARGE

**ED DOLLE**, District #17, Port Orchard; Education: Associate Degree, Olympic College; Present Position: Director of Nursing, Dept. Of Veterans Affairs; Present Offices: Member of WSNA Board of Directors; Past Offices: WSNA Board of Directors, PAC Board of Trustees, WSNA Legislative Committee; WSNA Convention Planning Committee; Local Unit Chair, Co-Chair, Grievance Officer

*"Nursing is a complex profession composed of many specialties. This makes it extremely critical that we have diverse representation on WSNA committees and boards. Only through this diversity can WSNA truly represent nursing."*

## 'Inside WSNA'

### Are You Getting Our E-Newsletter?

*Why wait for the next issue of the Washington Nurse when you can get important WSNA updates and news delivered straight to your inbox?*

Whether it's legislative news, an E&GW call to action, or information about upcoming events, you'll get the latest updates from **'Inside WSNA.'** we can update your information and get you signed up for 'Inside WSNA.' You can also sign up or get more information online at [wsna.org](http://wsna.org).

Send your name and email address, along with your membership number or the last four digits of your social security number to [newsletter@wsna.org](mailto:newsletter@wsna.org) so **Please note that we cannot send to a work email, so please make sure to provide us with a personal email address.**

**JENNIFER A. GRAVES**, District #2, Seattle; Education: Masters and Baccalaureate, University of Portland. Present Position: Administrative Director of Nursing and Clinical Operations, Swedish Medical Center. Present Offices: WSNA Convention Planning Committee. Past Offices: WSNA CEARP Committee; President of King County Nurses Association; Vice President and Member-at-Large, King County Nurses Association. Honors, Awards, Service: Member of ANA, WSNA, KCNA, Sigma Theta Tau International, American Association of Diabetes Educators, American Organization of Nurse Executives; Northwest Organization of Nurse Executives; Chair, Ethics Committee, CRISTA Senior Ministries; Advisory Board, Northwest University School of Nursing; Board of Directors, MEDRIX, Inc.



*"It is a challenging time in healthcare, yet through the formation of a diverse and collaborative board that reflects the myriad practice environments of today's nurses, we can achieve success and create powerful solutions for our members and communities. As a long-time association member, I'd be honored to represent nurses in our state as an elected member of the WSNA Board of Directors, and I commit to using my energies for positive organizational gain."*

**PAMELA PASQUALE**, District #7, Wenatchee; Education: Baccalaureate, Evergreen State College; Masters, University of Washington School of Nursing; Present Position: RN Consultant, Columbia Heights Assisted Living; Present Offices: Member, WSNA Board of Directors; Past Offices: WSNA Board of Directors; WSNA Professional Nursing and Health Care Council; WSNA Constituent Forum; District #9 Snohomish County Nurses Association Board of Directors, District President. Honors, Awards, Service: Published in the American Nurses Association 2008 Journal; Membership in NLN, National Gerontological Nurses Association, Member of WSNA. Interests in Gerontology and Nurse Education.

*"My experiences in a variety of care settings helps round out the ability of the Board of Directors to deliberate difficult points of view in discussing the variety of issues we are now facing. It has been a productive two years, and I wish to continue."*

**JEAN PFEIFER**, District #98, Tonasket; Education: Baccalaureate, Seattle University; Present Position: Retired; Present Offices: WSNA Board of Directors; Past Offices: WSNA Board of Directors, WSNA Secretary-Treasurer; Chair and Member of Cabinet on Economic and General Welfare; Local Unit Chair and Local Unit Grievance Officer. Honors, Awards, Service: Joanna Boatman Leadership Award; Local Unit Emeritus Award.

*"I have spent many years making a difference for nurses at the local unit level. During the next biennium I will focus my attention to bring nursing and health care issues to nurses in North Central Washington at the district level."*

## DIRECTORS AT-LARGE STAFF NURSE

**JEANNE M. AVEY**, District #10, Longview; Education: Diploma, St. Patrick's School of Nursing; Present Position: Staff Nurse, CCU, PeaceHealth Lower Columbia Region-St. John; Present Offices: Chair, Cabinet on Economic and General Welfare; Local Unit Chair; Past Offices: Vice-Chair and Member, Cabinet on Economic and General Welfare; Local Unit Vice Chair. Honors, Awards, Service: Outstanding Local Unit Chair; Member of AACN. Continue to improve working conditions for the staff nurses for the health and safety of the RN and the patients they care for.

*"It has been my pleasure to have served the bargaining unit nurses for 10 years on the Cabinet on Economic and General Welfare. The last term as Chair of the Cabinet on Economic and General Welfare also placed me as a Director of the WSNA Board of Directors. I learned how the Board worked. I feel strongly that staff nurses need to continue to be represented on the Board. If elected, I will continue to work hard for the staff RN."*

**JUDI M. LYONS**, District #18, Ellensburg; Education: Associate Degree, Yakima Valley Community College; Present Position: Staff RN, Surgical Services, Kittitas Valley Community Hospital, Ellensburg; Present Offices: WSNA Cabinet on Economic and General Welfare Secretary/Treasurer; Local Unit Secretary/Treasurer; District President, Delegate to ANA House of Delegates; Past Offices: WSNA President, Vice President, Secretary; District President, Secretary/Treasurer; Delegate to ANA House of Delegates. Honors, Awards, Service: AORN Member; WSNA Member.

*"I am running for WSNA Director At-Large Staff Nurse position. I have had the wonderful opportunity to serve at various levels within WSNA over the past 30 years. I feel WSNA is the way our collective voice speaks loudly in arenas of politics, legislation, education and collective bargaining in Washington State. I feel our future success depends on commitments and collaborations with extended families of nurses and nursing organizations. We must continue to be the voice for nursing in Washington and a continuing member voice nationally. I would be honored to work to achieve what I believe we all need...ONE STRONG VOICE FOR NURSING."*

**JUDITH TURNER**, District #3, Fox Island; Education: Associate Degree, Olympic College; Present Position: Staff RN, Tacoma General Hospital; Present Offices: Member, WSNA Board of Directors; Local Unit Membership Chair; District Executive Director; Delegate to ANA House of Delegates. Past Offices: WSNA Board of Directors; WSNA Nominations/Search Committee; Member, WSNA Cabinet on Economic and General Welfare; Local Unit Chair, Treasurer, Secretary, Unit Rep.; District Vice President and Board of Directors; Delegate to ANA House of Delegates. Honors, Awards, Service: National Institute for Collective Bargaining.

*"I want to continue to serve the nurses of the great state of Washington, and to promote our wonderful profession."*

## WSNA NOMINATIONS/ SEARCH COMMITTEE

**DANIELLE FEIST**, District #4, Spokane; Education: Baccalaureate, Montana State University; Present Position: Case Manager, Providence Holy Family, Spokane; Present Offices: District Director At-Large; Past Offices: Local Unit Negotiating Team; District Director At-Large, District Vice President, District Newsletter Editor; Honors, Awards, Service: Providence Holy Family Hospital Nursing Excellence Award; Member of District Nurses Association, WSNA, ANA.

*"I was encouraged as a student nurse to participate in the professional organization and through the years have learned how important it is to stay connected. Sometimes this is as an informed reader, while at other times you can be a more active participant. This is my time to start with a small part at the state level."*

**SALLY HERMAN**, District #16, Mt. Vernon; Education: Diploma, Lancaster General Hospital, Lancaster, Pennsylvania; Present Position: Retired; Present Offices: President, WSNF Board of Trustees; President of District #16; Delegate to ANA House of Delegates; Past Offices: Chair of Cabinet on Economic and General Welfare and Member of Board of Directors; Local Unit Negotiating Team, Nurse Practice Committee; District Secretary and Board Member; ANA and UAN Delegates. Honors, Awards, Service; Recipient of Marguerite Cobb Public/Community Health Nurse Award; WSNA Honorary Recognition Award - Nurse Candidate; Attendance at Nurse Legislative Day; Mentoring Students and RNs; Advocate for Skagit Valley Student Nurses to attend Nurse Legislative Day; Volunteer with Pregnancy Choices.

*"It is an honor to represent WSNA in any manner I might be able to serve. This commitment I do not consider a simple thing as it is paramount for each who serve to give the most we have to offer WSNA. Diversification, unity with consideration to geographical representation lends to quality leadership."*

**YOLANDA PACHECO**, District #6, Yakima; Education: Associate Degree, Yakima Valley Community College; Present Position: Ortho/Neuro RN, Yakima Regional; Present Offices: Local Unit Secretary/Treasurer; Past Offices: Local Unit Negotiation Team. Honors, Awards, Service: Yakima Regional Nurse of the Quarter-2004; Member of WSNA, ANA, AFL-CIO; Interests include grow as a great nurse, teach new CNA, mentor new nurses.

**MURIEL G. SOFTLI**, District #2, Seattle; Education: Masters, Central Washington University and University of Washington; Present Position: Seattle Public Schools Nurse. Present Offices: WSNA Nominations/Search Committee, WSNA Convention Planning Committee; Past Offices: Professional Nursing and Health Care Council, Delegate to ANA House of Delegates.

## CABINET ON ECONOMIC AND GENERAL WELFARE

### CHAIR

**MARTY AVEY**, District #4, Spokane; Education: Diploma, St. Patrick's School of Nursing; Present Position: Staff Nurse, Critical Care ICU, Sacred Heart Medical Center, Spokane; Present Offices: Member, Cabinet on Economic and General Welfare; Delegate to ANA House of Delegates; Vice Chair, Staff Nurse Caucus; Past Offices: Cabinet on Economic and General Welfare; Delegate to UAN National Labor Assembly; Delegate to ANA House of Delegates; Local Unit Co-Chair and Member-at-Large; Chair of Nurse Practice Committee; District President, President-Elect, Staff Nurse Representative. Honors, Awards, Service: IENA Leadership Award, Local Co-Chair Award; AACN, Spokane Chapter AACN, IENA; Delegate to Central Labor Council; Professional interests include safe patient handling, critical care nursing, safe staffing.

*"I have been honored to serve several terms on the Cabinet including the last two years. With so many new challenges facing our profession, we must continue our advancement and leadership. I'm running for chair to share my leadership skills and knowledge in these changing and challenging time. I appreciate your vote."*

**JULIA ROSE BARCOTT**, District #6, Yakima; Education: Associate Degree RN, Yakima Valley Community College; Non-Nursing Education includes Music Education at Central Washington University; Journalism and Business/Marketing, Wenatchee Valley Community College; Present Position: Critical Care Float RN, Yakima Regional Medical and Cardiac Center; Present Offices: Member of Cabinet on Economic and General Welfare; Local Unit Chair; Secretary of Nurse Staffing Committee, Co-Chair of Nurse Conference Committee; District Board of Directors; Delegate to ANA House of Delegates; Member of ANA The American Nurse Editorial Advisory Board; Past Offices: Member of Cabinet on Economic and General Welfare; WSNA PAC Board of Trustees; Local Unit Vice-Chair; Member of Conference Committee; Member of Negotiating Committee; Member of District Board of Directors; Delegate to ANA House of Delegates; Delegate to UAN National Labor Assembly; UAN Hearing Panel Member. Honors, Awards, Service: Scholarship for RN Infection Control; WSNA Rising Star Award, Adversity Award; Numerous Music Awards; Membership in WSNA, ANA, District, AFL-CIO; Professional Interests include volunteering, mentoring children and new nurses; music performance; Director of 2008 Musical "Gospel of John."



*"Nurses are advocates and leaders. We need to be the ones that decide what paths nursing travels. Now is the time to step forward and speak up to protect patients and promote nursing. Nurses have made great strides and together we can continue to make a difference. I want to continue to be involved advocating for you and our patients."*

## VICE-CHAIRHOLDER

**KATHY ORMSBY**, District #4, Spokane; Education: Baccalaureate, Intercollegiate School of Nursing; Present Position: RN Staff Nurse, PICU, Sacred Heart Medical Center; Present Offices: Member, Cabinet on Economic and General Welfare; Local Unit Co-Chair; Past Offices: Local Unit Co-Chair; Local Unit Rep. Honors, Awards, Service: Nurse Excellence Award; Member of Sigma Theta Tau, ANA, WSNA, District Nurses Association; Professional Interests include critical care nursing, pediatrics, vascular access team member adults/pediatrics; volunteer work at children's school; Spokane committee member addressing health care reform for Washington State.

*"I believe that I can represent the unique needs of nurses in Washington state as the Vice-Chair of the Cabinet on Economic and General Welfare. I have previous experience as a Cabinet member and continue to serve as an officer at my local unit. I am dedicated to the profession of nursing and the advancement, support, and development of nursing practice."*

## SECRETARY-TREASURER

**SALLY A. BAQUE**, District #3, Olalla; Education: Diploma, Charity Hospital School of Nursing; Present Position: Staff Nurse, NICU, Multicare Medical Center; Present Offices: Economic and General Welfare Nominating/Search Committee; Local Unit Secretary; Alternate Delegate to ANA House of Delegates; Past Offices: Member of Legislative and Health Policy Council; Local Unit Grievance Officer; Local Unit Chair; Local Unit Negotiating Team; Delegate to ANA House of Delegates; Honors, Awards, Service: Pierce County Nurses Association Nurse of the Year; Certification in Neonatal Intensive Care Nursing.

*"I have held multiple local unit officer positions, including several terms as local unit chair and can bring strong leadership and organizational skills to the Secretary/Treasurer position. I believe in looking out for the needs of the whole and I have a strong and passionate voice for nurses and nursing. I believe in doing the right thing, not the easy, and am willing to work hard for the Cabinet and for the nurses of Washington state."*

## AT-LARGE

**SUSAN M. JACOBSON**, District #3, Tacoma; Education: Associate Degree, Tacoma Community College; Present Position: Charge Nurse, St. Clare Hospital; Present Offices: Member, E&GW Nominations/Search Committee; Co-Local Unit Chair; District President; Past Offices: Co-Local Unit Chair, Tacoma General; District Board of Directors; Awards and Honors: Joanna Boatman Staff Nurse Award; Finalist for Nurse Week for Advancement of the Profession.

*"It would be a great pleasure to represent the Washington State Nurses as a delegate. As a delegate I will continue to learn and bring issues to the forefront."*

**PAMELA NEWSOM**, District #2, Seattle; Education: Baccalaureate, University of Northern Colorado; Present Position: Staff Nurse, Northwest Hospital and Medical Center; Present Offices: WSNA PAC Board of Trustees; Local Unit Chair; President of King County Nurses Association, District #2; Past Offices: Member of Cabinet on Economic and General Welfare; Local Unit Chair, Local Unit Grievance Officer; King County Nurses Association Board of Directors; Honors, Awards, Service: Outstanding Local Unit Chair, Outstanding Negotiation Team; Member of KCNA, WSNA, ANA.



*"I believe in giving back to my professional organization by becoming involved and being committed within the organization. I feel I can contribute to the Cabinet by working with other nurses representing the different areas throughout the state. I promise to be a strong spokesperson for Seattle. I would be honored to be a member of the Cabinet and serve the state of Washington Nurses."*

**PAMELA O. RIMEL**, District #6, Yakima; Education: Associate Degree, Yakima Valley Community College; Baccalaureate, City University, BBA; Present Position: Staff Nurse, IVT/Mod Sedation, Yakima Regional; Present Offices: PAC Board of Trustees; Local Unit Vice Chair; Nurse Practice Committee Chair; District #6 Board of Directors; Past Offices: WSNA Board of Directors; Local Unit Co-Chair, Membership Chair, Secretary, Treasurer; Delegate to ANA House of Delegates; Delegate to UAN National Labor Assembly; Honors, Awards, Service: District Leadership Award; Cabinet on Economic and General Welfare Membership Award; Membership in WSNA, AACN; volunteer at Yakima Valley; volunteer at St. Jo's Academy.

*"I have had the opportunity to be elected to the Cabinet on Economic and General Welfare several years ago. I would appreciate your vote for this term. With changes in national labor relations, I strongly feel as an experienced local unit officer and holding Cabinet on Economic and General Welfare and Board of Directors position, I will be a strong representative for you. Thank you for your consideration."*

**PEGGY SLIDER**, District #4, Spokane; Education: Baccalaureate, Eastern Washington University; Present Position: PHN, Spokane Regional Health District; Present Offices: Cabinet on Economic and General Welfare; Local Unit Chair; District Board of Directors; Past Offices: Cabinet on Economic and General Welfare; Local Unit Chair; Honors, Awards, Service: Outstanding Local Unit Chair; Sigma Theta Tau, American Public Health Association; Interest in Public Health Nursing and working with Vulnerable Populations.

*"It has been an honor to serve. I hope to continue to be a voice for nurses and labor-especially for nurses form non-traditional practices, such as Public Health, Home Health, etc."*

**EVELYN STREET**, District #3, Olympia; Education: Associate Degree, Tacoma Community College; Present Position: Staff Nurse, St. Clare Hospital, Tacoma; Present Offices: Local Unit Co-Chair, Grievance Officer; District President-Elect; Delegate to ANA House of Delegates; Honors, Awards, Service: Membership in AORN, WSNA; Interest in Nursing.

*"Being a part of WSNA has enabled me to benefit from changes made for nurses. I want to be a part of affecting change for nurses, so they too may reap the benefits and continue to grow as I have."*

**JOHN TWEEDY**, District #16, Camano Island; Education: Associate Degree, Skagit Valley College, Mt. Vernon; Present Position: Staff Nurse, Operating Room, Skagit Valley Hospital, Mt. Vernon; Present Offices: Member, Cabinet on Economic and General Welfare; Local Unit Co-Chair; Past Offices: Member, Cabinet on Economic and General Welfare; Local Unit Co-Chair; Co-Grievance Officer; Honors, Awards, Service: CEGW Outstanding Grievance Officer in 1999 and 2005.

*"I have a strong interest and desire to help WSNA to be a leader in all forms of nursing. I feel that being a member of the Cabinet on Economic and General Welfare I can help WSNA achieve these goals."*

---

## ECONOMIC AND GENERAL WELFARE NOMINATING/SEARCH COMMITTEE

**BETTY J. BLONDIN**, District #3, Gig Harbor; Education: Associate Degree, Olympic College; Present Position: RNC Staff Nurse at Tacoma General in the NICU; Present Offices: District Board of Directors; Past Offices: Local Unit Chair, Tacoma General; District President, President-Elect, Board of Directors.

**MARTHA GOODALL**, District #4, Mead; Education: Associate Degree, Spokane Community College; Present Position: ICU Floor Nurse, Holy Family Hospital; Present Offices: Local Unit Chair, Holy Family Hospital; Past Offices: Local Unit Treasurer; Local Unit Co-Chair, District #4 Member-at-Large, District #4 Treasurer; Honors, Awards, Service: Employee of Year 2005; Nursing Excellence Nominee, 2004; WSNA and ANA Member; Habitat for Humanity.

*"I believe in nursing—we can be a power of change."*

**PATRICIA LOMBARD**, District #1, Bellingham; Education: Baccalaureate, University of Washington; Present Position: RN Resource, St. Joseph Hospital, Bellingham; Present Offices: Local Unit Grievance Officer; Past Offices: Cabinet on Economic and General Welfare.

*"I am glad to have the chance to support WSNA."*

**ANN M. WHITLEY**, District #6, Yakima; Education: Baccalaureate, Pacific Lutheran University; Present Position: Charge Nurse - ICU, Yakima Regional Medical Center; Present Offices: Local Unit Chair; Local Unit Grievance Officer; Past Offices: Local Unit Grievance Officer; Honors,

Awards, Service: District Expert RN Award; Local Unit Award; Memberships in AACN-CCRN Certified, AACN-CSC Certified; Interests include mentoring and local hospital staffing committee.

---

## LEGISLATIVE AND HEALTH POLICY COUNCIL

### CHAIR

**SUSANE JACOBSON**, District #6, Yakima; Education: Associate Degree, South Puget Sound Community College; Associate of Arts, Centralia Community College; CCRN Certification, American Association of Critical Care Nurses; Present Position: Staff RN-Critical Care, Yakima Regional Medical and Cardiac Center; Present Offices: Chair, WSNA Legislative and Health Policy Council; WSNA Board of Directors; WSNF Board of Trustees; WSNA District #6 Board of Directors; Past Offices: Member of WSNA Legislative and Health Policy Council; WSNA Board of Directors; ANA and UAN Delegate; WSNA District #6 Board of Directors; Local Unit Nurse Practice Committee Chair; Member, ANA Nominating Committee; Honors, Awards, Service: District #6 Excellence in Leadership Award; WSNA Cabinet on Economic and General Welfare Nurse Hero Award; Member of AACCN; Interests include mentoring, education, lobbying for access to healthcare for all - Health Care Without Harm; advocating for nurses and patients everywhere

*"Each of us, whether as a nursing student or a practicing registered nurse, have experienced the impact of inadequate staffing...from fatigue, the inability to take a meal break and/or an uninterrupted rest period, to that "near miss" event/error, or worse—an unsafe patient care scenario."*

*"Today, we cannot leave health care reform for the politicians to figure out. It is imperative that there is nursing input on issues relating to nursing practice, patient safety, quality care, nursing education, and health care access."*

*"The foundation is being set, and the needs are great. Nurses, join me today, and let us embark on this journey together, bringing the voice of reason to the forefront."*

### AT-LARGE

**PATRICIA (TRISH) DI EGIDIO TOBIS**, District #2, Bellevue; Education: Masters in Nursing, University of Washington School of Nursing; Present Position: Hospital Liaison Nurse, Group Health Cooperative; Present Offices: Member, WSNA Legislative and Health Policy Council; Past Offices: WSNA PAC Board of Trustees Member and Chair; WSNA Board of Directors; WSNA Second Vice President; Local Unit Officer; King County Nurses Association Board of Directors and First Vice President; Honors, Awards, Service: KCNA Excellence in Nursing Practice; Membership in Case Management Society of America.

*"Nurses need to be continuously vigilant for our patients, ourselves, others in advocating for health care, protecting economic and general welfare for nurses, and advocating for our patients. I would be honored to represent you. Thank you for your vote."*

**ELIZABETH CALEY STEWART**, District #11, Vancouver; Education: BSN, University of Portland; currently enrolled in the PhD program at Oregon Health & Science University; BA, University of Puget Sound; Present Position: Staff Nurse, Portland VA Medical Center, Vancouver Campus; Present Offices: Member of Legislative and Health Policy Council; Past Offices: WSNA PAC Board of Trustees; Honors, Awards, Service: John A. Hartford Center for Geriatric Nursing Predoctoral Scholar, Vernia J. Huffman Undergraduate Award for Community Health Nurses; professional interests include gerontology, diabetes care, long-term care.



*"I feel honored to have served on the Legislative & Health Policy Council for the past two years as I was able to participate in several huge victories including Safe Staffing and the Toxic Toys legislation. I want to continue to be part of the Legislative & Health Policy Council because it has led and will continue to lead the nation in its progressive nursing legislation. I bring a different perspective to the council with my background as both a long-term care nurse and school nurse. I am able to draw on my background to provide feedback on how potential legislation may affect nurses across multiple settings. My doctoral nursing education has an emphasis on health policy and that knowledge which will continue to inform my role and actions on the council. Thank you for your consideration!"*

**JOAN GARNER**, District #2, Maple Valley; Education: Diploma, Creighton Memorial St. Joseph's Hospital; Baccalaureate, Laretto Heights College, Denver, CO; Masters in Nursing, University of Oregon, Portland; Present Position: Retired; Present Offices: Member of CEARP Committee; Honors, Awards, Service; Membership in WSNA, ANA, Sigma Theta Tau; Professional Interests include health and safety, substance abuse, legislative arena.

*"Nursing is my passion. Protecting the practice of nursing and also the advancement of nursing practice has long been one of my goals. Protecting consumers is another one of my goals. Serving on the Legislative and Health Policy Council as a WSNA representative would be an honor."*

**PATTY HAYES**, District #13, Olympia; Education: Masters, University of Washington; Present Position: Executive Director, Withinreach; Past Offices: Local Unit Secretary; Former Executive Director of WSNA; Honors, Awards, Service: WSNA Nursing Hall of Fame; memberships in WSNA and WSPHA; professional interest include public health, family and child health; community involvement includes Secretary, Council for Public Interest.

*"I would be honored to serve on the Legislative and Health Policy Council. Nursing's voice in health policy is essential. I can bring my experience in both policy and public health advocacy to assist WSNA's agenda."*

**STASIA WARREN**, District #4, Spokane; Education: Masters, ICN-WSU; Present Position: Department Chair, Spokane Community College; Present Offices: WSNA Secretary-Treasurer; WSNF Board of Trustees; Past Offices: WSNA Board of Directors; WSNF Board of Trustees; District President, District Board of Directors; Honors, Awards, Service: IENA Excellence in Nursing Leadership; Nominee, Exceptional Faculty Award; professional memberships include WSNA, ANA, WEA; professional interest: nursing education.

*"The Legislative and Health Policy Council works with the WSNA Board of Directors to set priorities for the organization. I have an interest in these issues and I'm looking forward to serving in the At-Large position if elected."*

**ERIC WEBSTER**, District #3, Tacoma; Education: Associate Degree, Tacoma Community College; Baccalaureate, University of Washington-Tacoma; Present Position: ICU MS RN, Multicare, Tacoma General; Honors, Awards, Service: Member of AACCN; volunteer at the Neighborhood Clinic in Tacoma.

Making a difference,  
While making a living...

...for qualified candidates who would like to know more about the career opportunities available with Talecris Plasma Resources, a division of Talecris Biotherapeutics. Continued growth at our Spokane Plasma Center has created immediate opportunities.

**Physician Substitutes (RNs/LPNs)**  
Working with the Medical Director and the Center Manager, you will ensure donor suitability/eligibility, product integrity, and the continued health of donors. Requires current WA medical license and CPR certification.

We also have openings for:

- Plasma Processors
- Donor Processors
- Phlebotomists

Requires HS diploma (GED); previous healthcare/donor center experience preferred. Will be required to work Saturdays.

Employment opportunities are available in Spokane and other areas around the country. We offer competitive compensation and benefits package. Please apply online at:  
[www.talecrisplasma.com](http://www.talecrisplasma.com)

**Talecris**  
PLASMA RESOURCES  
*We're Making Life Better.*

## PROFESSIONAL NURSING AND HEALTH CARE COUNCIL

### CHAIR

**SHARON L. BRADLEY "SHERI"**, District # 4, Spokane; Education: MSN, University of Phoenix; Doctoral student, University of Phoenix; Present Position: Chief of Education, Spokane VA Medical Center; Present Offices: Chair of WSNA Professional Nursing and Health Care Council; WSNA Board of Directors; Nurses Association; Past Offices: President, IENA District #4; District President-Elect, Treasurer, Board Member. Honors, Awards, Service: Sigma Theta Tau International; Capitol Area Roundtable; Informatics in Nursing (CARING).

*"Have been privileged to serve as PNHCC Chair for the last two years, working with such dedicated members. I would be honored to continue in the role to address nursing practice issues that affect the nurses and citizens of Washington State."*

### ADMINISTRATION

**JOAN M. CALEY**, District #11, Vancouver; Education: BSN, University of Washington; MS, University of Portland; Present Position: Nurse Educator, University of Portland, Washington State University, George Fox University; Present Offices: WSNA Nomination/Search Committee, WSNF Board of Trustees, ANCC Magnet Program Appraiser, ANCC CEP for Community CNS; Past Offices: WSNA Board of Directors, Chair of Professional Nursing and Health Care Council, Legislative and Health Policy Council, WSNA-PAC, Cabinet on Nursing Administration; Honors, Awards, Service: Professional memberships in ANA, WSNA, NACNS, Sigma Theta Tau, NWOONE, CBCNA; Professional interests include leadership and management, long-term care, community, Clinical Nurse Specialist; community involvement includes SHARE Board, Columbia River Mental Health Board, Clark County Public Health Advisory Council, Oregon Center for Nursing Board.

*"I have been a WSNA member for almost 37 years, with 28 years of experience in nursing administration. Having served in the past as the Chair of the PNHCC, I would like to serve on the council again. I will offer my leadership skills and broad perspectives as the PNHCC addresses issues that impact nursing, nurses and health care."*

### AT-LARGE

**BONNIE B. SANDAHL**, District #2, Lynnwood; Education: Masters, University of Washington; Present Position: School Nurse, Seattle Public Schools.

### EDUCATION

**TERRY BUXTON**, District #4, Spokane; Education: Masters, Gonzaga University; Non-Nursing PhD, Gonzaga University; Present Position: Nurse Care Manager, Instructor, U.S. Postal Service and WSU; Present Offices: President, IENA District #4; Past Offices: District President,

Director At-Large; Honors, Awards, Service: Health Professional Scholarship; Professional Memberships: WSNA, ANA, Nurse Practitioner Group, Spokane; Professional interests include Affordable Access to Health Care, Prevention, Nursing Education.

*"As both a Registered Nurse and educator, I understand the importance of professional practice, issues and our role as nurses continues to expand and change in our present health care system."*

### ETHICS AND HUMAN RIGHTS

**ANTWINETT O. LEE**, District #2, Lynnwood; Education: Masters, Seattle University; Present Position: Clinical Performance Lab Director, Seattle University College of Nursing. Present Offices: Member, Legislative and Health Policy Council; KCNA District #2 Board of Directors; Past Offices: WSNA Board of Directors. Honors, Awards, Service: Nominee for King County Humanitarian Award; Mary Mahoney Professional Nurses Organization, WSNA, ANA, KCNA; Professional Interests include health promotion and disease prevention.

### PRACTICE

**FELECIA RACHNER**, District #3, Port Orchard; Education: Baccalaureate; Present Position: Staff Nurse, Emergency Department, Franciscan Health System, St. Anthony's Hospital. Present Offices: Professional Nursing and Health Care Council; Pierce County Nurses Association, Board Member; Honors, Awards, Service: Professional Memberships include WSNA, ANA, PCNA District #3, Emergency Nurses Association; Professional Interests include working toward obtaining a Masters of Nursing with a focus on developing a workshop on bullying and developing a transitional program to ease new graduates into their role as professional nurses.



*"I have served the past two years as an appointee for the Professional Nursing and Health Care Council. This council is important to the nurses of the State of Washington as we have made recommendations on your behalf. We must find ways to meet the needs of future nurses as well as those currently licensed and practicing. Education, evidence-based research, ethics and human rights are all important in advancing our profession. I am committed to serve you and represent your needs as an elected council member."*

### RESEARCH

**BARBARA INNES**, District #2, Seattle; Education: MS, University of California, San Francisco; EdD, Seattle University; Present Position: Retired; Present Offices: Professional Nursing and Health Care Council, King County Nurses Association Finance Committee; Previous Offices: WSNA Cabinet on Nursing Practice and Education, WSNA CEARP Committee; KCNA District #2, Executive Board and Member-at-Large; Treasurer; Awards and Honors: Inducted into the 2006 WSNA Hall of Fame. Awards, Honors, Service: District Nurses Association; Sigma

Theta Tau; professional interests include leadership in nursing, participation of retired and unemployed nurses in disaster.

*"Since serving on the PNHCC for the past two years, I have become even more knowledgeable about current issues facing nursing and health care. It has been fulfilling to participate in WSNA's efforts to provide proactive leadership in addressing these issues. I look forward to continuing this professional work."*

## ANA HOUSE OF DELEGATES

**At-Large Delegates to 2010  
and 2011 ANA House of Delegates**  
(approximately 3 to be elected)

- Office of the President
- Joanna Boatman, District #10, Kalama
- Tara Goode, District #2, Everett
- Jennifer A. Graves, District #2, Seattle
- Sally Herman, District #16, Mount Vernon
- Louise Kaplan, District #13, Olympia
- Antwinett O. Lee, #2, Lynnwood
- Jean Pfeifer, District #98, Tonasket
- Muriel Softli, District #2, Seattle
- Hanna Welander, District #2, Shoreline

## Staff Nurse Delegates to 2010 and 2011 ANA House of Delegates

(approximately 18 to be elected)

- Kim Armstrong, District #3, Olalla
- Jeanne M. Avey, District #10, Longview
- Marty Avey, District #4, Spokane
- Sally A. Baque, District #3, Olalla
- Julia Rose Barcott, District #6, Yakima
- Tim R. Davis, District #16, Mount Vernon
- Patricia (Trish) Di Egidio Tobis, District #2, Bellevue
- Susan E. Jacobson, District #6, Yakima
- Susan M. Jacobson, District #3, Tacoma
- Judi M. Lyons, District #18, Ellensburg
- Sonya Miller, District #3, Puyallup
- Pamela Newsom, District #2, Seattle
- Kathy Ormsby, District #4, Spokane
- Yolanda Pacheco, District #6, Yakima
- Pamela O. Rimel, District #6, Yakima
- Evelyn Street, District #3, Olympia
- Karen Tranholt, District #3, Auburn
- Judith Turner, District #3, Fox Island
- John Tweedy, District #16, Camano Island
- Eric Webster, #3, Tacoma
- Julia A. Weinberg, District #16, Bow



EOE

## Be Inspired. 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](http://www.renown.org)

SKILL. EXPERTISE. TECHNOLOGY.

[www.renown.org](http://www.renown.org)

**Renown**  
HEALTH

# 2009 WSNA Convention Registration Form

First Name: \_\_\_\_\_ M.I.: \_\_\_\_\_ Last Name: \_\_\_\_\_

Credentials:  RN  LPN  Other (specify): \_\_\_\_\_

Home Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_

Daytime Phone: \_\_\_\_\_ Home E-mail: \_\_\_\_\_

Primary Employer: \_\_\_\_\_

## Full Conference

**Includes both days, all keynote sessions & awards reception**

- Early Bird \$175 (by 4/1/09)
- Member \$200
- Non-member \$250
- Retired member \$90

## A la Carte Options

**Thursday Only (Includes Awards Reception)**

- Member \$125
- Non-member \$160
- Retired member \$90

### Friday Only

- Member \$125
- Non-member \$160
- Retired member \$90

## Individual Sessions Only

- \$50 each
- Barbara Dossey 1 (9-10:15am)
- Barbara Dossey 2 (4-5pm)
- Monique Lambert
- "Never Events"

## Awards Reception Only

- \$45

## Students\*

### NSWS Members

- Thursday \$20
- Friday \$20

### Non-NSWS Members

- Thursday \$30
- Friday \$30

\* A non-RN nursing student working toward becoming a Registered Nurse. RNs in school to complete a higher educational degree do not qualify for the "student nurse" rate.

## Friday Continuing Education Sessions *Select one session for each period.*

### Session 1

- Fatigue and the Impact on Patient and Nurse Safety
- Social Justice - The Future of Caring
- Continued Competency - Our Commitment to the Public
- Transition into Practice - Keeping the Promise to New Nurses
- Preventing and Dealing with Workplace Violence
- Master Plan for Nursing Education

### Session 2

- Fatigue and the Impact on Patient and Nurse Safety
- Social Justice - The Future of Caring
- Continued Competency - Our Commitment to the Public
- Transition into Practice - Keeping the Promise to New Nurses
- Preventing and Dealing with Workplace Violence
- Nursing Research: Where Are We Now & What's Next?

## Continuing Nursing Education Contact Hours will be awarded.

This educational activity is provided by the Continuing Education Provider Program of the Washington State Nurses Association (OH-231), an approved provider of continuing nursing education by the Ohio Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. OBN-001-91. Provider status is valid through August 31, 2009.

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.

## Payment

**Total Fees:** \_\_\_\_\_

Check/Money Order (payable to WSNA)

VISA/MasterCard

Card Number: \_\_\_\_\_ Exp.: \_\_\_\_\_

Cardholder's Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Please return this form, either by mail - to **Deb Weston, WSNA, 575 Andover Park West, Suite 101, Seattle WA 98188** - or by FAX - to **(206) 575-1908**.



**April 29 - May 1, 2009**

**Hilton Seattle Airport & Conference Center**

17620 International Blvd, Seattle, Washington, 98188-4001 • 206-244-4800

# 2009 WSNA Awards Reception Registration Form

First Name: \_\_\_\_\_ M.I.: \_\_\_\_ Last Name: \_\_\_\_\_

Home Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_

Daytime Phone: \_\_\_\_\_ Home E-mail: \_\_\_\_\_

**I would like to reserve \_\_\_\_\_ guest seat(s) at the 2009 WSNA Awards Reception at \$45.00 per seat.**

**Total Cost: \$** \_\_\_\_\_

**Guest Name(s):** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Payment

Check/Money Order (payable to WSNA)

VISA/MasterCard

Card Number: \_\_\_\_\_ Exp.: \_\_\_\_\_

Cardholder's Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Please return this form, either by mail - to **Deb Weston, WSNA, 575 Andover Park West, Suite 101, Seattle WA 98188** - or by FAX - to **(206) 575-1908**.



An advanced staffing system for licensed health care professionals and certified support personnel.

**CONFIDENTIAL** – No personal identification information or resume required

**MATCHES** – Critical factors of a position with individual training, experience and skills

**SEARCH** – Limit to a ZIP Code or expand throughout the U.S.A.

**COMPENSATION ANALYSIS** – Includes access to unique Compensation Analysis System

**PROJECTED DEMAND AND TRAINING** – for Health Care Providers by Specialty

- **EMPLOYERS** - cut costs
- **INDIVIDUALS** - no cost

Visit [www.MedicalStaffingSystems.com](http://www.MedicalStaffingSystems.com) to:

- ◇ Register, subscribe or learn more about our System
- ◇ Keep up-to-date on the "Healthy Americans Act," the first comprehensive health care bill introduced in 2009



## Clinical Consultants Needed (Spokane/Seattle)

Global Medical technology company seeking passionate, motivated and driven educators for Wound VAC therapy.

Please contact Debbie Contreras @  
[Deborah.contreras@kci1.com](mailto:Deborah.contreras@kci1.com)

Check out our Website  
[www.kci1.com](http://www.kci1.com)

WSNA STAFF POSITION AVAILABLE:

## Nursing Practice and Education Specialist

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.

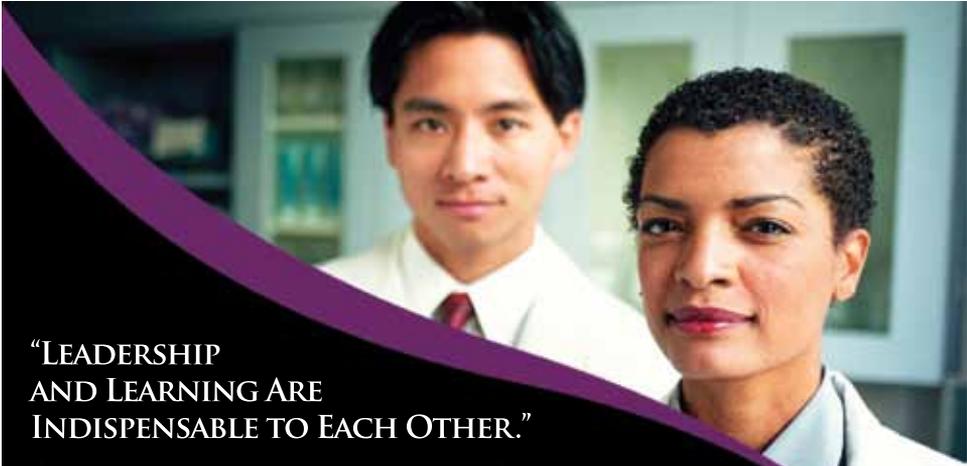
- Prepares and channels communication about nursing practice and education to component and constituent parts of WSNA, including The Washington Nurse, the WSNA website, and other WSNA publications.
- Provides consultation and advice, and interprets information for officers, committees, individual members 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  
watkins@wsna.org



**“LEADERSHIP  
AND LEARNING ARE  
INDISPENSABLE TO EACH OTHER.”**

John Fitzgerald Kennedy, 1963

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/admissions/>

School of Nursing  
UNIVERSITY OF WASHINGTON



# Yes We Did!

## A Report from the 2009 Presidential Inauguration of Barack Obama

by Hilke Faber, MN, RN

*What a thrill it was to be able to attend and observe the Inauguration of Barack Obama as our 44th President of the United States, on the steps of our nation's capital in Washington, D.C.! I was able to join thousands of well-wishers from across the nation to witness this momentous, memorable occasion...*



It was a crisp pre-dawn morning when I climbed aboard the train in Baltimore, heading to our nation's capital. Along the hour-long trip, we passed many park and rides with folks lined up to either take buses or climb onto the train. There was excitement and energy in the air with smiling faces and folks warmly bundled up, anticipating a long day of walking and standing in the mall to participate in this special occasion.

I sat next to a 27-year-old young woman layered with warm clothing, her pockets filled with gel packs for warming hands and feet. She brought her lunch of peanut butter and jelly, and snacks. She was ready to meet the elements, given there was a wind-chill factor of 16 degrees Fahrenheit. She and her six friends sitting nearby were filled with enthusiasm, joy, hope for change and, most importantly, excitement that their voices would finally be heard with this new administration. This was their first inaugural experience.

Upon arrival at Union Station, a loud roar of voices and hand clapping came forth as folks streamed off the train. Lucky for me, my destination was only a few blocks away from Union Station. However, due to the density of the crowd, it took over an hour to reach it. We were packed in like sardines. Luckily, everyone was patient and friendly. Remarkably, given these conditions, there were no arrests made the entire day!

The day was fabulous, thrilling and awesome. Shortly after the President was sworn in, a 21 gun salute went off. People clapped, sang and jumped with joy, waving flags and their arms in the air.

My opportunity to watch the inaugural event from 101 Constitution Avenue, located immediately to the left of the Capital Building with a fantastic, all-encompassing view, was made possible by the ANA PAC. Judy Huntington most generously paved the way to help make this happen. I was able to spend the day with ANA President Becky

Patton, ANA Government Relations Director Rose Gonzalez, Barbara Curtis, (a past president of WSNA, now living in Florida), and a number of other ANA PAC Board members. We had a bird's eye view from the roof-top of the building as well as from inside, where we were kept nourished with all sorts of food and drink.

Yes, this was my first inaugural! I am a naturalized citizen and at the age of 65, I never imagined that I would be blessed with this opportunity to watch history in the making! I made my reservations early in November, planning on standing in the mall with the thousands of other folks. To my astonishment, I was offered a ticket to celebrate the inaugural with the ANA PAC. Golly — it pays to have been a member for 44 years and to have been actively involved throughout the years.

Thank you ANA for helping make this Inaugural such a memorable one!

# Nursing Practice

CODE NAME	EMERGENCY
Red	Fire
Blue	Heart or Respiration Stopping
Orange	Hazardous Material or Spill
Gray	Combative Person
Silver	Person with Weapon / Hostage Situation
Ambert Alert	Infant or Child Abduction
External Triage	External Disaster
Internal Triage	Internal Emergency
Rapid Response Team	Rapid Response Team
"Code Name" Clear	To clear a code

## Emergency Code Standardization

We all know from first-hand experience that calling and responding to emergency codes accurately and quickly is vital to patient safety. Unfortunately, for nurses who work at more than one facility, or who may have recently switched jobs, this is no simple task. The challenge is a lack of standardization in emergency codes across hospitals.

In one hospital, code blue might indicate cardiac arrest, while in another it's a call for a security team. A recent survey of Washington hospitals found that there were at least 10 different ways to call a cardiac/respiratory arrest.

The Washington State Hospital Association is rolling out a new code standardization effort and it's expected that all hospitals in Washington will sign on by the end of the year. This is a simple yet incredibly important step towards improving patient safety and making us better health care providers.

# SCOAP UPDATE

Following a successful pilot program, the SCOAP Surgical Checklist is rolling out across the state. The Surgical Checklist was created to prevent OR errors and requires all members of the operating room team to follow systematic steps that are critical for patient safety. A broad coalition of health care stakeholders is supporting the initiative's goal of having the Checklist used in every hospital in Washington by the end of 2009.

WSNA supports adoption of the SCOAP Surgical Checklist because we believe it will create a system that delivers safer surgery. The mission of the SCOAP Surgical Checklist Initiative aligns with WSNA's goal of strengthening nursing's role in patient advocacy and delivery of quality care.

Is your hospital participating? Find out how you can get your hospital to join by visiting [www.scoapchecklist.org](http://www.scoapchecklist.org).

## Hospital Participation

(As of March 15, 2009)

### ENROLLED & SUBMITTING DATA

Central Washington Hospital	Wenatchee
Evergreen Hospital Medical Center	Kirkland
Grays Harbor Community Hospital	Aberdeen
Group Health Cooperative/Eastside Hospital	Redmond
Group Health Cooperative/Seattle	Seattle
Harborview Medical Center	Seattle
Island Hospital	Anacortes
Jefferson Healthcare	Port Townsend
Kadlec Medical Center	Richland
Kittitas Valley Community Hospital	Ellensburg
Legacy Good Samaritan Hospital & Medical Center	Portland, Oregon
Madigan Army Medical Center	Tacoma
Olympic Medical Center	Port Angeles
Overlake Hospital Medical Center	Bellevue
Peace Health St. John Medical Center	Longview
Providence Holy Family Hospital	Spokane

ENROLLED & SUBMITTING DATA (CONTINUED)

Providence Mount Carmel Hospital	Colville
Providence Sacred Heart Medical Center and Children's Hospital	Spokane
Samaritan Healthcare	Moses Lake
Seattle Children's	Seattle
Skagit Valley Hospital	Mount Vernon
Sunnyside Community Hospital	Sunnyside
Swedish Health Services/Cherry Hill Campus	Seattle
Swedish Health Services/First Hill Campus	Seattle
Univ. of Washington Medical Center	Seattle
Virginia Mason Medical Center	Seattle
Wenatchee Valley Medical Center	Wenatchee
Yakima Valley Memorial Hospital	Yakima

ENROLLED & COLLECTING DATA

Morton General Hospital	Morton
Ocean Beach Hospital	Ilwaco
Valley Medical Center	Renton

COMMITTED TO ENROLL

Highline Medical Center	Burien
Mid-Valley Hospital	Omak
MultiCare:	
• Allenmore Hospital and Medical Center	Tacoma
• Good Samaritan Hospital	Puyallup
• Mary Bridge Children's Hospital	Tacoma
• Tacoma General Hospital	Tacoma
Northwest Hospital & Medical Center	Seattle
Stevens Hospital	Edmonds
United General Hospital	Sedro-Woolley
Whidbey General Hospital	Coupeville
Yakima Regional Medical & Cardiac Center	Yakima

WAYS TO GET INVOLVED

## Join the CEARP Committee!

### WSNA's CEARP Committee Seeking 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 especially encouraged to apply, given your expertise in completing our applications.*

**To learn more, contact Hilke Faber at 206.575.7979, ext. 3005, or send email to [hfaber@wsna.org](mailto:hfaber@wsna.org).**

# Legislative Affairs

## Knowledge and Power in Olympia

**Now in its 27th year**, Nurse Legislative Day was once again a huge success. Over 700 Registered Nurses and nursing students from across the state gathered in Olympia for education, inspiration, and activism. With hundreds of nurses storming the Capitol to talk to legislators, a powerful message was delivered to both participants and elected officials about the strength and importance of nurses' voices.

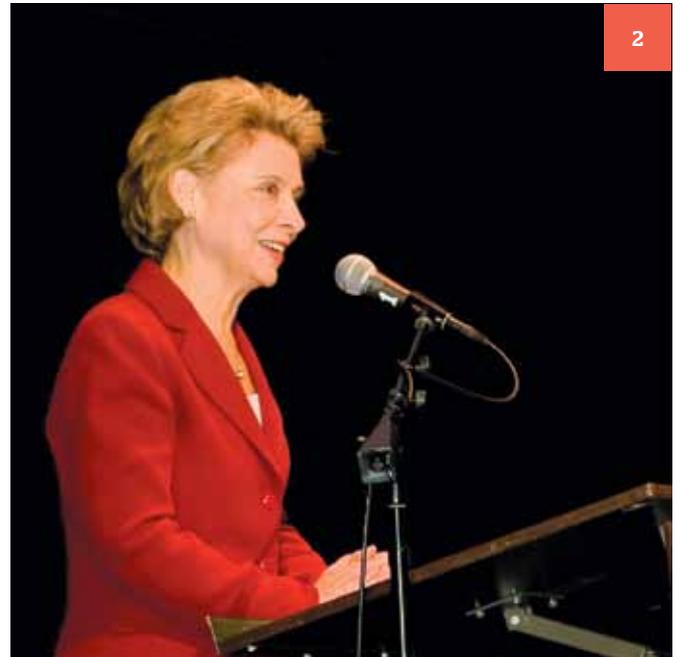
The morning started off with the presentation of the WSNA 'Legislator Year of the Award' to Dawn Morrell, RN for her work on passage of Safe Nurse Staffing Legislation in 2008. As a nurse, Repre-



sentative Morrell understands the direct relationship between nurse staffing levels and safe patient care.

Following the award presentation, Governor Chris Gregoire gave a keynote address. Governor Gregoire acknowledged that we were facing an exceptionally bleak state budget and that difficult times were ahead. However, she also emphasized her hope that the state and the country could emerge from the economic downturn with new, creative solutions to our health care needs.

Attendees heard about WSNA's priorities for this legislative session from the Legislative & Health Policy Council and were introduced to WSNA's new online 'Legislative Action Center' as a tool to stay engaged on issues important to nurses and nursing this year. The remainder of the morning was spent in breakout sessions covering advocacy in Olympia, healthcare reform and environmental health.



After lunch, nurses and nursing students flooded the Capitol Campus to visit with their legislators and talk about the issues they'd been learning about all morning. As in years before, the power of hundreds of nurses and nursing students joining together to advance the interests of nurses, nursing and health will leave a lasting impression.

- 1 Nurse Legislative Day attendees visit the office of Representative Dave Quall
- 2 Governor Christine Gregoire
- 3 WSNA Environmental Health Specialist Karen Bowman, MN, RN, COHN-S
- 4 Nursing Students of Washington State (NSWS) Vice President Andrea Peters, with NSWS President Sara McWilliams
- 5 Representative Dawn Morrell, RN

DANGER  
**These Cuts  
Can Kill**

SavePublicHealth.com



## PUBLIC HEALTH LOBBY DAY FLOODS THE CAPITOL WITH SUPPORT

**O**n March 2nd, WSNA joined with other partner organizations and public health activists in Olympia for Public Health Lobby Day. Participants urged elected leaders to support current public health funding in the Governor's budget, increase local revenue funding options, and help find a stable, adequate and long-term funding solution.

Through an online rally and gathering in Olympia, hundreds of people showed their support for public health. Public health advocates wearing bright red "These Cuts Can Kill" t-shirts blanketed the Capitol campus over lunch time handing out stickers and information, visiting legislators and talking about the many ways the public health keeps communities safe.

Public Health Lobby Day also gave people from across the state an opportunity to participate from home by visiting the SavePublicHealth.com website or WSNA's Legislative Action Center. The online rally generated nearly a thousand email messages to elected officials urging their support for Public Health Lobby Day and public health funding.

With our public health system at a crisis point, WSNA has been leading the SavePublicHealth.com coalition effort to maintain funding in the Governor's budget, increase local funding revenue options and identify a stable, long term and adequate funding source. Visit [www.wsna.org/Topics/Public-Health](http://www.wsna.org/Topics/Public-Health) for more information about WSNA's efforts.



# Health & Safety

Advances in Education

WASHINGTON STATE UNIVERSITY'S

STATE OF THE ART

## School OF Nursing



by Karen Bowman, MN, RN, COHN-S

**H**ave you ever gone on the kind of trip where you've packed so many great activities into just a few days that you're literally bursting at the seams? That's what Jim Dawson from Toxic Free Legacy and I did a few weeks ago when we made a trek to Spokane to visit with Pat Butterfield, RN, PhD, the Dean at WSU's College of Nursing. What an eye opener! We learned so much about this new facility and enjoyed our time visiting with its beloved Dean.

The nursing department recently moved into a state-of-the-art facility and I've got to tell you, it is absolutely divine! Not to mention the Community Health Nursing faculty and staff – I've never felt so welcome. At Pat Butterfield's request, I conducted an environmental assessment and walk through of their new facility. This activity is within an OEH nurse's scope of practice and is done routinely to alert companies about ways they can improve health and safety for their employees while also continuing to be good community members through promoting environmentally sound policies and procedures. According to Jon Schad, the facilities manager, the building was designed to achieve LEED "Silver" certification. Needless to say, the facility passed with flying colors on environmental design and stewardship, as well as on health and safety.

And the nursing labs! Oh my! I've never seen such remarkable training facilities. In the training lab, I was able to sit in on what appeared to be a full cardiac arrest. The students were

really engaged in the "Art and Science of Nursing." They had a one-room CCU lab and a whole unit – just incredible. I can't leave without talking about classroom technology. WSU College of Nursing has five sites across the state with different sites interacting during lectures, etc. The advanced technologies in use enable students to interact seamlessly, wherever they're taking their classes.

Jim Dawson and I spent the afternoon staffing an Environmental Health Advocacy and Nursing booth at the school to discuss how nursing students could easily and effectively advocate for the environment, such as by educating their legislators about the health effects of toxics in the environment like the ones found in children's consumer products. Many had attended WSNA Lobby Day, enjoyed it immensely and commented on how they were really excited about being part of the environmental stewardship movement in nursing. That evening, Jim Dawson, Pat Butterfield and I discussed the health effects of environmental toxins and children's health at an Autism Support Group meeting. We also spent time testing toys for hazardous chemicals like lead and cadmium.

If you ever have a chance to go to Spokane, stop and take a look at WSU's new nursing school facility, and say hi for me.

— Karen Bowman, MN, RN, COHN-S

*Your Environmental Health Specialist on Assignment*

# Labor Relations

New Beginnings

WSNA PARTICIPATING IN THE FORMATION  
AND LAUNCH OF A NEW

## National Federation of Nurses



WSNA is proud to announce our participation in the launch of a new national nursing labor organization, the National Federation of Nurses (NFN). With a structure and organization that is unique on the national level, the NFN is a democratic and collaborative organization that provides WSNA and other member state nurses associations with an unparalleled opportunity to promote the interests of registered nurses, the nursing profession and patients.

Representing nearly 70,000 nurses across the country, the NFN was founded by WSNA in partnership with the state nurses associations from Montana, New York, Ohio, New Jersey and Oregon. WSNA President Kim Armstrong, BSN, RN, was elected as Secretary of the NFN and Chair of the WSNA Cabinet on Economic & General Welfare. Jeanne Avey, RN, will serve as one of four elected directors on the first National Executive Board of the NFN

“The NFN is truly different,” new NFN Secretary Kim Armstrong said, “It is an innovative way of ensuring America’s nurses have a strong, clear voice in the decisions that impact their lives, their working conditions, and the care of their patients. WSNA is proud to be a democratic organization driven by our members and we are truly excited to be a founding member and leader in the creation of a national nurses union built on the principles of equality and democracy among members.”

Through a collaborative process involving representatives from all of six of the founding member states, the NFN has developed

governing documents for a ground breaking constitutional structure. In contrast to the structure of more traditional national unions, the NFN is focused on ensuring that each member state has a powerful voice in the decision making process while still allowing member states to maintain their sovereignty

NFN Director Jeanne Avey commented, “We need a stronger voice for nurses now more than ever. With discussions about meaningful healthcare reform and workers rights underway on the national level, nurses’ unique perspectives and expertise must be represented. As a strong, collaborative organization that will be accountable to our members, we will provide a powerful platform for nurses to have their voices heard.”

### Some of the major features of the NFN include:

- Development of 13 core covenants which speak to the belief that RNs should be represented by a union of RNs
- Commitment to a member-driven organization that takes its direction from members, rather than forcing decisions from the top down
- Absolute autonomy and sovereignty of the state associations such as WSNA
- Dedication to the mission of providing support between and among the member organizations, rather than imposing the organization’s will on them

“The NFN will bring us a greater opportunity to impact the issues affecting nurses, the nursing profession and quality patient care

on the national level. The formation of the NFN is a great accomplishment, and I look forward to the work ahead as we strengthen our voice in the national labor agenda,” said WSNA Executive Director Judy Huntington, MN, RN.

The NFN National Executive Board will be comprised of elected members from each member state. WSNA members will determine, by vote, who represents us on the Executive Board. WSNA will also participate in the National Advisory Board which is comprised of each member state’s E&GW Chair, President (or designee), Executive Director and Labor Program Director.

“The NFN gives WSNA a national voice on Labor issues and the opportunity to work collaboratively with other nurses’ unions in a way we never have,” said WSNA Director of Labor Relations Barbara E. Frye, BSN, RN. “I am very proud that WSNA has been a leader in creating this new national union of RNs. The NFN will be a strong and uniting force for registered nurses across the country.”

The NFN will officially launch on April 15th and we will be keeping members updated and informed about what this means for WSNA and for you over the next several months.

**Stay tuned to the WSNA website, your mailbox and your email for more information.**

# Nursing News

## Scholarship Fund Created for Children of Parents Lost to Air Medical Accidents

Children who have lost a parent in an air medical accident may now be eligible for financial assistance through a scholarship fund developed by the Foundation for Air-Medical Research & Education (FARE), the charitable arm of the Association of Air Medical Services (AAMS).

Beginning this year, the FARE Children's Scholarship Fund will award two scholarships, of \$2,500 each, to deserving high school seniors entering a college, university or vocational-technical school.

"FARE expresses many thanks to those who have offered to donate to the Children's Scholarship Fund," said FARE Chair Kevin Hutton, MD, FACEP, CHC. "A special note of gratitude and recognition also goes to those who have contributed a lead gift to launch this important initiative, including EMS Sky Connect, PHI Air Medical Group and Paul Pitts (in memory of his wife Patty Pitts)."

FARE Children's Scholarship Fund applicants will be evaluated according to academic achievement, financial need and community service. To be eligible, applicants must be a graduating high school senior accepted into an accredited two- or four-year college, university or vocational-technical school. Applicants must also have at least a C grade point average (GPA) and be a legal U.S. resident.

For details on how to apply for the FARE Children's Scholarship Fund, or to download an application, visit [www.fareonline.org](http://www.fareonline.org). Applications are due May 1; scholarship recipients will be announced in August.

To learn about ways to contribute to the FARE Children's Scholarship Fund or other FARE endeavors, contact Nila Vekar at 703.836.8732 or [nvehar@aams.org](mailto:nvehar@aams.org).

## New Health Sciences Information Portal Now Available for Health Professionals

The University of Washington Health Sciences Library has launched a new Web site with diagnostic and other up-to-date treatment information for health professionals. The HEAL-WA ([heal-wa.org](http://heal-wa.org)) Web site is funded by license fees paid to the Washington State Department of Health.

*What is HEAL-WA?*

HEAL-WA (Health Electronic Resource for Washington) is an evidence-based health sciences information portal. It is based on the recommendation of the governor's Blue Ribbon Commission and was included in state law in May 2007.

*How do I access HEAL-WA?*

Go to the HEAL-WA website ([heal-wa.org](http://heal-wa.org)). To access all of the resources on the site you will need an account. Information on establishing an account can be found at: <http://heal-wa.org/resources/getting-started>.

*Which health professions can use HEAL-WA?*

The following health professions licensed by the Department of Health can use this resource:

- 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.

*What kind of evidence-based information is available?*

- Diagnosis and therapy
- Guidelines and evidence
- Drugs Labs
- Diagnostic Tests
- Prevention
- Screening and immunizations
- Patient care management

*In what formats will information be available?*

- Online databases
- Electronic journals
- Full text articles Electronic textbooks

*Who do I contact for further information?*

Valerie Lawrence, MLS is the HEAL-WA Resource Coordinator and can be reached at [vjlawren@u.washington.edu](mailto:vjlawren@u.washington.edu) or 206.221.2452. The Department of Health encourages all licensed health professionals to use this new resource in patient care.

## Call for Nominations: Warren Featherstone Reid Award for Excellence in Healthcare

In 1994, the Legislature honored Warren Featherstone Reid and his policy interests by creating the Warren Featherstone Reid Award "to recognize cost-effective and quality health care services." The award is to be given annually to "health care providers and facilities in Washington State who exhibit exceptional quality and value in the delivery of health services." When it created the award, the Legislature recognized the importance of ensuring that all Washington residents have access to affordable, quality health care.

The recipient of the award is chosen annually by the Governor in conjunction with the secretary of health. The Board serves as a standing advisory committee that reviews nominations and makes recommendations.

Please let us know about providers and facilities that deserve to be honored as "centers of quality" for efforts to improve management practices, ensure quality, increase value, expand access, and maximize customer satisfaction.

Nominations must be received by May 1, 2009. For more information, or to obtain a nomination form, please call the Board office at 360.236.4110 or visit its website at [www.sboh.wa.gov/FeatherAward](http://www.sboh.wa.gov/FeatherAward).

### **New Exhibit: "Nurses At Your Service: A Century of Caring"**

The Washington State Nursing Centennial Consortium proudly announces the opening of the Washington State History Museum exhibit, "Nurses At Your Service: A Century of Caring." Celebrate the opening on April 15th with fellow nurses, learn about our unique history in Washington State and view the Nursing History Exhibit.

*Wednesday, April 15, 2009*

4:30 PM: Complimentary lecture on "100 Years of Professional Nursing in Washington State" at the University of Washington, Tacoma, Philip Hall (lecture funded by Psi Chapter-at-Large, Sigma Theta Tau International Honor Society of Nursing)

6:00 PM Exhibit Grand Opening and Reception at the Washington State History Museum.

The Washington State History Museum exhibit, "At Your Service: A Century of Caring in Washington State" will run from April 11th through July 5th, 2009.

For more information, visit the Washington State History Museum website at [www.washingtonhistory.org](http://www.washingtonhistory.org).

### **DID YOU KNOW?**

## **WSNA Members Have Choice of Methods When Making Dues Payments**

**By Patrick McGraw, WSNA Membership Processor**

**As a member** of the Washington State Nurses Association (WSNA), you have several options available to use for the payment of your membership dues. The dues payment methods are payroll deduction, annual payment, installment or monthly electronic funds transaction.

Payroll deduction is available to all members who are employed at facilities that have agreed to send dues to WSNA through this method. If you are not currently paying your dues by payroll deduction and would like to do so, you would need to complete and send to WSNA a change of information card.

**The change of information card may be downloaded in pdf format on the WSNA Web site in the membership section. The web address for the card is [www.wsna.org/Membership/ChangeInformation](http://www.wsna.org/Membership/ChangeInformation).**

If you would like to pay your dues by annual payment, please complete and send a change of information card to WSNA to indicate this option. An invoice for the annual amount of dues will be mailed to you.

If you would prefer to make dues payments several times per year, the installment option of paying dues three times per year is available. If you are not paying dues by installment and would like to, please indicate this preference on a change of information card. An invoice for installment dues will be sent to you by mail three times per year. You may also pay installment dues by credit card by listing the card information on the change of information card. Please note that installment payments include a handling fee of \$3.99 per year.

If you would like to pay dues monthly but not by deduction from your paycheck, the electronic funds transfer dues payment method is available. Electronic Funds Transfer is the monthly deduction of membership dues from a checking account. To select this option, please send to WSNA a change of information card and a voided check for the account that you wish to use for payment of your dues.

**If you would like to have a change of information card sent to you by mail, please feel free to contact the membership department of WSNA. The membership department may be reached by phone by calling 206.575.7979, by fax at 206.838.3099 or by email at [membership@wsna.org](mailto:membership@wsna.org)**

# AMERICAN NURSES ASSOCIATION



## National Healthcare Decisions Day 2009

April 16, 2009 has been designated National Healthcare Decisions Day! The National Healthcare Decisions Day Initiative, now in its second year, is a collaborative effort of national, state and community organizations committed to ensuring that all adults with decision-making capacity in the United States have the information and opportunity to communicate and document their healthcare decisions. In its first year (2008), NHDD enjoyed participation by ANA and 75 other national organizations and nearly 400 state and local organizations, and hundreds of thousands of people learned more about and took action on advance directives. For more information, visit [www.nationalhealthcaredecisionsday.org](http://www.nationalhealthcaredecisionsday.org)

## 2009 National Nurse Week Information

The American Nurses Association (ANA) has announced the theme of National Nurses Week 2009, "Nurses: Building a Healthy America." National Nurses Week is celebrated annually from May 6, also known as National Nurses Day, through May 12, the birthday of Florence Nightingale, the founder of modern nursing. National Nurses Week gifts and products are available for purchase to recognize your nursing team or facility. For a PDF version of the 2009 catalog go to <http://tinyurl.com/bdsobr>

To order products online visit [www.nursesweekgifts.com](http://www.nursesweekgifts.com)

## The 2009 ANF Nurses Research Grant Application posted online

The ANF Nurses Research Grants Program was founded over 50 years ago to encourage the research career development of nurses. Each year, ANF provides funds to beginner and experienced nurse researchers to conduct studies that contribute toward the advancement of nursing science and the enhancement of patient care. Awards are given in all areas of nursing, including healthy patient outcomes, health care policy development, critical care, gerontology, women's health, community and family intervention. This year, 26 nursing research grants, totaling \$177,500, are available for beginning and experienced nurse researchers. The deadline for all submissions is May 1, 2009. See the application for further details and instructions at <http://tinyurl.com/d93apm>

## Nursing, Healthcare Workforce Development Included in Federal Stimulus

The American Nurses Association (ANA) commends lawmakers for their work on the much needed stimulus legislation and for recognizing the vital need to include funds to strengthen the health care workforce. In all, the final plan contains \$11.46 billion for strengthening the health care workforce, including \$500 million in health work force investments such as Title VIII nurse training programs. The legislation passed the House and Senate and President Obama signed the stimulus package bill on Tuesday, February 17, 2009. For more information, please visit <http://tinyurl.com/bg6au9>

## Continuing Education and Professional Development

New Online CE, entitled Managing Acute Decompensated Heart Failure, can now be accessed at <http://tinyurl.com/cjvyjw> Approximately 5 million Americans have heart failure (HF) and at least 550,000 more are newly diagnosed each year. HF is the most common Medicare diagnosis-related group. In 2006, direct costs associated with the condition reached nearly \$30 billion. Learn about the latest approaches to staving off systemic organ failure caused by poor perfusion.

## ANA Publishes Second Monograph on National Database of Nursing Quality Indicators® Program (NDNQI®)

This second of a biennial series of publications again examines the experience of hospitals participating in the National Database of Nursing Quality Indicators (NDNQI) in achieving sustained improvement in quality of care. This volume emphasizes achieving improvement in the nursing work environment. Edited by the same expert team who created the initial 2007 volume (Transforming Nursing Data into Quality Care: Profiles of Quality Improvement in U.S. Healthcare Facilities), this new book will help readers to understand the keys to success for improving the quality of both nursing care and the work environment. To learn more, please visit <http://tinyurl.com/d5r058>

## New, First of Its Kind Study on the Economic Value of Nursing

The American Nurses Association (ANA) is pleased to announce, on behalf of the larger nursing community, the release of a first of its kind study quantifying the economic value of nursing. The study was conducted by the Lewin Group, supported by grants from Nursing's Agenda for the Future, the ANA and a coalition of nursing associations dedicated to addressing nursing workforce issues. The research, first proposed in 2003 and published in the current issue of the journal *Medical Care*, is the result of years of analysis of data on the correlation

between patient outcomes and nurse staffing levels. To read the complete article please visit [www.lww-medicalcare.com](http://www.lww-medicalcare.com).

The research culled findings from 28 different studies that analyzed the relationship between higher RN staffing and several patient outcomes: reduced hospital-based mortality, hospital-acquired pneumonia, unplanned extubation, failure to rescue, nosocomial bloodstream infections, and length of stay. The findings demonstrate that as nursing staffing levels increase, patient risk of complications and hospital length of stay decrease, resulting in medical costs savings, improved national productivity and lives saved.

### **ANA President Participates in White House Summits Healthcare Reform**

American Nurses Association (ANA) President, Rebecca M. Patton, MSN, RN, CNOR attended the a series of White House Summits to highlight the emerging national consensus on key components of a reformed 21st century health care system. ANA has long been a supporter of a restructured health care system that assures universal access to a standard package of essential health care services for all people within the United States. To learn more about ANA's support for a restructured health care system, please visit: <http://tinyurl.com/d7ekcg> and scroll down to "resources" and click on:

- **ANA's Health System Reform Agenda (2008)**  
*In this key policy document, the American Nurses Association outlines the essential components to consider in reforming the US health care system—access, cost, quality and workforce.*
- **ANA's Health Care Agenda (2005)**  
*Historical Document*

## **INLAND EMPIRE NURSES ASSOCIATION**

☛ The Inland Empire Nurses Association again this year sponsored a bus to Olympia, for the WSNA Legislative Day. Approximately 30 members and student nurses from Washington State University's College of Nursing and Spokane Community college took the trip and joined more WSU-Tri Cities nursing students in Olympia to represent Eastern Washington. Members and students met with a number of legislators to ask for support in public health funding, preserving current budgets for nursing education, back legislation to prevent mandatory overtime and uninterrupted breaks. Additionally, students lobbied legislators to support environmental bills such as removing BPA from all food containers sold in WA State and safe medication disposal programs. IENA picked up the tab for the bus but did charge each person participating \$10 to help cover some trip expenses.

☛ IENA is in the process of accepting applications for its annual awards. Awards for Excellence in Nursing Practice, Leadership, Lifetime Achievement, and Excellence in Nursing Research, will be given out at the annual spring event which this year will celebrate IENA'S Centennial. In addition to awards, applications are being accepted for IENA scholarships.

☛ We are again in the process of recruiting members to fill vacancies on the Board for fall elections.

☛ Lastly, IENA is planning a CNE in May. Speakers from various entities in the Spokane area will present topics covering MRSA, healthy work environments, and other related issues. The cost will be \$20 per session and lunch will be provided for those that opt to attend all three sessions.

## **KING COUNTY NURSES ASSOCIATION**

☛ This month, King County Nurses Association launched its PROJECT ON HOMELESSNESS, a two-year initiative. KCNA's Neighborhood Health Special Interest Group (NHSIG) will spearhead the effort, beginning with a call to members to volunteer their time to help address the issue in King County. For updates on the project, visit [www.kcnurses.org](http://www.kcnurses.org).

☛ KCNA's popular Annual Meeting and Spring Banquet is scheduled for Wednesday, May 6 at the Shilshole Bay Beach Club. Join us to celebrate the 2009 Shining Star award winners, applaud this year's scholarship winners and score some great items at the annual auction (100% benefits the scholarship program). Not

to mention enjoying the lovely view of Puget Sound and delicious gourmet meal! The cost of the event is: \$45/District II member; \$50/non-member; \$40/student by April 24) OR register by April 1 and receive \$5 off per ticket! To register, visit [www.kcnurses.org](http://www.kcnurses.org). See you there!

☛ Know a nurse who deserves special recognition for outstanding service to profession or community? Nominate him or her for KCNA's Shining Star Award! Awards will be presented at the KCNA Annual Meeting and Spring Banquet on May 6. To submit a nomination, download the form at [www.kcnurses.org](http://www.kcnurses.org), "Member Awards and Grants." The application deadline is April 1.

## **BarBara Ellen (Mahncke) Ferris**

BarBara, 85 years young, passed away peacefully on New Years day. BarBara was born in Tacoma, Washington to Louie and Mildred Mahncke. In addition to her growing up in Tacoma, she and her family were privileged to spend many summers on the beaches of Long Branch, Washington.

After graduating from Tacoma's Stadium High School, BarBara earned her 3-year nursing degree from Tacoma General Hospital and began her nursing career there. BarBara met and married Bill (William) Ferris, of Centralia. Bill's career as a pilot for Alaska Airlines brought them closer to the airport and they settled in Normandy Park for over 35 years.

With that move, BarBara started work at West Seattle Hospital and then joined Burien General Hospital, now the Highline Medical Center. She was very proud of being an OBGYN nurse, assisting in the delivery room and working on the surgical floor. BarBara enjoyed volunteering as well as countless hours sewing beautiful quilts or knitting baby blankets and bonnets to donate for the hospital's newborns.

She is preceded in death by her mother and father, sister Doris Mae, ex-husband William T. (Bill) Ferris, and sons Michael T. and William F. (Bill) Ferris. BarBara is survived by her sister Gertrude Andrews (Mahncke), daughter Marilyn Ferris, sons Wayne (Candy) and Duke (Coleen) Ferris and the "light of her later years" grandson Anthony Ferris.

BarBara was a great, supportive friend to all who knew her, and completely accepting of all people. She was a great communicator and excellent listener always available to lend an ear. She raised her children to be non-judgmental and independent thinkers who credit BarBara with helping them be better people. She

also had a great wit, and even in her last days she was bringing laughter with her one-liners.

Without pain but finally succumbing to cancer, it is fitting that BarBara's final days were at her beloved Highline Medical Center. Where once she cared for patients with skill and compassion, now it was her turn and many doctors, nurses and other staff cared for and visited her in the last weeks of her life.

Her daughter Marilyn is particularly grateful for the last decade of her mother's life, during which Marilyn was able to care for and know her mother in new ways, fully appreciating the one-of-a-kind person that BarBara was. Now Marilyn thinks, "Star light, star bright, I wish I may, I wish I might, have you back for one more night."

In lieu of flowers, the family asks that any donations be made in BarBara's name to Highline Medical Center Foundation.

---

## **Barbara Kirschner (1925 - 2009)**

Barbara Kirschner, retired Registered Nurse Practitioner, died of pancreatic cancer on January 20, 2009 after watching the Inauguration of President Barack Obama with her family.

Barbara was born on January 19, 1925 to Charles and Lavona Cook on a farm in Patch Grove, WI. She graduated from Central High School in Omaha, NE. After serving in the Women's Marine Corps Reserve during World War II, she graduated from Immanuel Hospital School of Nursing in Omaha. She then moved to Madison, WI where she met her future husband, Leonard Kirschner. They were married in 1950, divorced in 1978 and remained best of friends through the end of her life. Barb worked at Pullman Memorial Hospital for many years while raising her family. She loved athletic pursuits and enjoyed

a rare game of golf, as well as a game of tennis with friends. She often assisted her husband coaching Little League baseball and later also coached an adult women's softball team.

Barb was the first planner for the Whitman County Mental Retardation program and served as President of the Whitman County Mental Retardation Board prior to the establishment of Epton House. She was one of the founders of the Pullman Family Planning Center (now Planned Parenthood of Spokane and Whitman Counties) and was its Executive Director until attending the Harbor-UCLA training program to become one of the first Registered Nurse Practitioners in the Inland Empire. In that capacity, she was a popular, entertaining and influential speaker on matters of contraception and abortion. She also worked as an outreach worker for the Whitman County Council on Aging and traveled throughout the county providing physical examinations for senior citizens. Finally, she was employed by the North Idaho Central District Health Department in Lewiston, ID in their Family Planning program. She was also their epidemiologist, a specialist in sexually transmitted diseases, and AIDS Prevention Coordinator until her retirement in 1992.

Barb was a member of the American Nurses Association and served as a board member of the Washington State Nurses Association. She, at one time, served two terms as the WSNA's second vice-president. She was a member of the American Legion, the ACLU, the YWCA and AARP. In Uniontown, her place of residence for about 30 years, she was a member and secretary of its Parks and Recreation Commission as well as a member of the Uniontown Community Development Association.

Barb enjoyed walking her dogs, reading, television, movies, theater, travel and biking. She was highly involved in community theater activities in both Pullman

---

and Lewiston. She was a member of the Lewiston Civic Theater Board of Directors, serving both as vice-president from 1997-99 and president in 1999 and was also an officer of the Pullman Community Theater Board.

She is survived by her children Richard Kirschner and family of Salt Lake City, UT; Frances Petrella and family of Seattle, WA; Dan Kirschner and family of Tualatin, OR; Heidi Kirschner and family of Spokane, WA. Two younger brothers and her parents preceded her in death. Cremation has taken place and there will be no services at her request. The family suggests memorial contributions to the Pullman Civic Theater and/or to Planned Parenthood of Spokane and Whitman Counties. Online condolences may be sent to [www.kimballfh.com](http://www.kimballfh.com)

---

### **Deanna Arlene Mau, BSN, RN** (1953 - 2009)

Deanna was born in Oelwein, Iowa on September 9, 1953. From 1975 to 1985 she lived in Hawaii—her favorite place in the world. There she learned how to speak Cantonese Chinese and was a black belt in martial arts. She moved to the Seattle area in 1985.

Deanna received her Bachelor's degree in Nursing from Mount Marty College in SD and was one of the most adored nurses at the University of Washington Medical Center, spending 23 years there in the Cardio-Thoracic Intensive Care Unit. She had extensive technical knowledge, working with balloon pumps, artificial hearts and complex medication management protocols yet the personalized and loving care she administered to every patient was something remarkable to see, and she was well known in the community for being a strong patient and family advocate.

Deanna was full of life, deeply devoted to her friends, and loved her family com-

pletely. She dedicated her life to selflessly helping others. She loved animals, particularly Alaskan malamutes, but her great passion was her horses.

Deanna died on March 2, 2009 at the age of 55 from complications following a horse-riding accident on February 17th. She passed away peacefully surrounded by her loving family and friends. She is survived by her husband Joseph; daughters Hilary and Alicia; mother Arlene Vick; sisters Jacque Callis, Karen McKee; brother Warren Vick; and was preceded in death by father Roger Vick.

A memorial service for Deanna was held on March 6, 2009 at the UW Health Sciences Building. During the service, her nursing colleagues honored her with the Nightingale Tribute.

In lieu of flowers, the family has asked that donations be made in Deanna's name to one of Deanna's favorite charities: New Beginnings Horse Rescue and Rehabilitation [www.newbeginningshorse.com](http://www.newbeginningshorse.com) Medical Teams International [www.nw-medicalteams.org](http://www.nw-medicalteams.org) or the American Red Cross [www.redcross.org](http://www.redcross.org). To make a donation to any of these charities, you will also need the Mau's address: PO Box 2050, Woodinville WA 98072.

---

### **Theresa Marie Perkins** (1951 - 2009)

Loving wife and mother, passed from this life on 1/11/09 after a brief illness.

She was born 7/23/51 to Clovis and Patricia Arsenault in Brookline, MA and is survived by her devoted husband of 37 years, Russell, daughter Amanda, and her siblings Jeanne Kennedy, Aimee McElroy, Lauraine Gillespie and Joseph Arsenault.

Theresa graduated from Northwestern University with a BSN in 1974, and received her Masters in Nursing from University of Washington in 1983. She worked

as a nurse educator at University Hospital in Boston, the USPHS Hospital, Virginia Mason Hospital, Veteran's Administration Hospital, Bellevue Community College School of Nursing, and Seattle University School of Nursing in Seattle.

She enjoyed sharing her love of quilting, needle craft, cooking, traveling, swimming, reading, country music and especially the beaches of Maui with her family and friends.

In lieu of flowers remembrances may be made to the Marcia Rivkin Center for Ovarian Cancer Research or to the American Heart Association.

---

### **Nellie S. Shepherd** (1914 - 2009)

Nellie S. Shepherd, 94, died peacefully in her sleep Thursday, January 8th, 2009. Nellie was born in Handsboro (Biloxi), Mississippi, the 4th of 12 children, to Charles and Annie Flanagan. She received her nursing training at St. Joseph's Hospital in Memphis Tennessee and her education degree from George Peabody College at Vanderbilt University.

Nellie traveled to Seattle in 1947, working her way across the country as a public health nurse for Metropolitan Life Insurance Co. She worked for the King County Health Department, Ballard Hospital, and Seattle Public School District, from which she retired in 1976 after 17 years as a school nurse.

She was preceded in death by her beloved husband of 53 years, Glenn Robert Shepherd. She is survived by her son Robert (Gretchen), granddaughters Analena and Bryn, daughter Jeanne Shepherd, brother Brady Flanagan, sister Rosalie Richard, and many loving nieces and nephews throughout the country. Please sign the online guestbook at [www.legacy.com](http://www.legacy.com)

## Continuing Nursing Education Calendar

### April 2009:

Advanced Cardiac Life Support; United General Hospital; Sedro Woolley, WA; April 17 - 18; Contact Hours: 11.5; Contact: Salena Anderson at (360) 856-7134 or Salena.anderson@unitedgeneral.org

Nursing Leadership and Management in Long Term Health Care; University of Washington School of Nursing; CNE UW Towers, Seattle, WA; April 17-May15; Contact Hours: 37.0; Contact: C

Basic Preparation Course for Parish Nurses; Pacific Lutheran University; April 20, 21, 22 & May 18 & 19; 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, 9:00 am - 1:00 pm - Fee: \$69.00 - Contact Hours: 4.0; Contact: A

20th Annual Pac NW Ambulatory Care; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; April 29-30; Contact Hours: 12.5; Contact: C

### May 2009:

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

IENA Continue Education Classes; Spokane, WA, May 13, Contact Hours 6.0; Fee: \$50; Contact: Theresa Buxton at (509) 328-8288 or spokanurses.org

Women's Health Drug Therapy; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; May14; Contact Hours: 7.0; Contact: C

Immediate Response: Essential Skills for Urgent Clinical Situations; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; May18; Contact Hours: 7.0; Contact: C

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

Adult/Geriatric Rug Therapy; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; May 22; Contact Hours: 7.0; Contact: C

### June 2009:

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

Neuropsychotropic Drug Therapy; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; June 5; Contact Hours: 7.0; Contact: C

Therapeutic Touch Mentorship Intensive; Held at Camp Indralaya on Orcas Island, WA; June 11-17, 2009; Contact Hours 28.5. Contact: Kathy Wilmering, MSW PMHNP BC, (206) 632 9522 or seachange@kwilmering.com

Nurse Educator Conference; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; June 16; Contact Hours: 7.0; Contact: C

Continuing Explorations in Therapeutic Touch; Held at Camp Indralaya on Orcas Island, WA; June 20-26, 2009; Contact Hours 18.75. Contact: Kathy Wilmering, MSW PMHNP BC, (206) 632 9522 or seachange@kwilmering.com

### July 2009:

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

Pediatric Assessment; Pacific Lutheran University; Monday & Tuesday, July 13 & 14, 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, 8:30am - 4:30pm; Fee: \$199.00 - Contact Hours: 12.5; Contact: A

Ethics Conference; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; July 31; Contact Hours: 7.0; Contact: C

### September 2009:

Advanced Cardiac Life Support; United General Hospital; Sedro Woolley, WA; September 11 - 12; Contact Hours: 11.5; Contact: Salena Anderson at (360) 856-7134 or Salena.anderson@unitedgeneral.org

### October 2009:

7th Annual Medical-Surgical Nursing Conference; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; October 1-2; Contact Hours: 6.9-13.8; Contact: C

Advanced Cardiac Life Support; United General Hospital; Sedro Woolley, WA; October 9-10; Contact Hours: 11.5; Contact: Salena Anderson at (360) 856-7134 or Salena.anderson@unitedgeneral.org

32nd Annual Pacific NW Nat'l Conference on Advanced Practice in Primary & Acute Care; University of Washington School of Nursing; WA Conv. & Trade Center Seattle, WA; October 28-31; Contact Hours: 7.0-21.5; Contact: C

### November 2009:

Wound Management Update 2009; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; November 2-13; Contact Hours: 6.5-13.0; Contact: C

Immediate Response: Essential Skills for Urgent Clinical Situations; University of Washington School of Nursing; Shoreline Conf., Seattle, WA; November 17; Contact Hours: 7.0; Contact: C

### 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 for Rural Healthcare Professions; 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

Culture & End-of-Life Web-based Educational Modules: Contact Hours: 3.0; Fee: None; Contact: Mary Shelkey at (206) 713-5637

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

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

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

Prescribe, Deny or Refer? Honing Your Skills in Prescribing Scheduled Drugs: Contact Hours: 10.4; Fee: \$155/140\*; Contact C

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

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

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

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

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

The Pain Management Dilemma: Contact Hours: 1.5; Contact: www.nphealthcarefoundation.org

Tubes & Drains Techniques, Tips & Troubleshooting; Contact Hours: 2.0; Contact: C

University of Washington Continuing Nursing Education; Offers over 30 self-study courses; Contact C

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

Wound Academy-Course 1 Wound Assessment & Preparation for Healing; Fee: \$40; Contact Hours: 4.3; Contact C

Wound Academy-Course 2 Lower Extremities and Pressure for Ulcers; Fee: \$60; Contact Hours: 6.8; Contact C

Wound Academy-Course 3 Dressing Selection & Infection Tuition; Fee: \$30; Contact Hours: 2.5; Contact C

Wound Assessment and Documentation; Fee: \$60; Contact Hours: 2.0; Contact C

**Contact the following Independent Study provider for specific course offerings:**

**Wild Iris Medical Education**

Ann Johnson, CEO  
PO Box 257  
Comptche, CA 95427  
(707) 937-0518  
ann@WildIrismedical.com  
www.nursingceu.com

**Nurse Practitioner Healthcare Foundation**

2647 134th Ave NE  
Bellevue, WA 98005  
(360) 297-1274  
fiona@nphealthcarefoundation.org

**A. Pacific Lutheran University School of Nursing Continuing Nursing Education**

Terry Bennett, Program Specialist  
Tacoma, WA 98447  
253-535-7683  
bennettl@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 359440  
Seattle, WA 98195-9440  
206-543-1047  
cne@u.washington.edu  
www.uwecne.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  
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@aahfn.org

**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 attain WSNA approval for an educational activity which you are providing to nurses, please go online to [www.wsna.org/educations/cearp/](http://www.wsna.org/educations/cearp/)

## FREE Safe Staffing Workshop for Staff Nurses!

**Wednesday, April 29, 2009  
10:00 am - 1:45 pm  
Sea-Tac, WA**

*Open to staff nurses on staffing committees, interested in hearing more about staffing committees or interested in becoming members of their staffing committees.*

Reserve your spot today! Send an email to [IMueller@wsna.org](mailto:IMueller@wsna.org) or call 206-575-7979.

Learn the latest information about Staffing Committees, hear expert speakers and network with other staffing committee members.

- Nursing Sensitive Outcomes Indicators and Overview of the Research
- Washington State Data Collection
- Panel discussion with Staffing Committee members from five WSNA Hospitals

## New Members

### Whatcom County

Adair, Melissa  
 Brunisholz, Amanda  
 Collins, Christine  
 Drouillard, Kristen  
 Forstrom, Amy  
 Fuller, Megan  
 Garcia, Elizabeth  
 Granville, Jessica  
 Hahnel, Brian  
 Harr, Darren  
 Jacobs, Madelyn  
 Juracich, Amy  
 Kaemingk, Brooke  
 Knuckey, Christine  
 Lane, Patricia  
 Maes, Lawrence  
 Matula, Sarah  
 Mckinnon, Raymond  
 Miles, Stephen  
 Morgan, Rolling  
 Mouat, Wendy  
 Patmon, Windy  
 Rodriguez, Gabriel  
 Savard, Fiona  
 Spoor, Elizabeth  
 Starnes, Susan  
 Stokes, Paula  
 Strengtholt, Skarlette  
 Torgerson, Taylor  
 Variava, Franak  
 Waade, Carol

### King County

Abad, Susana  
 Adams, Michael  
 Ambrosio, Victor  
 Anderson, Barbara  
 Anderson, Carolyn  
 Anderson, Karin  
 Anderson, Kelsey  
 Anderson, Lauren  
 Andrus, Heather  
 Ang, Choun  
 Asano-Ove, Saiko  
 Ashcraft-Williams, Monica  
 Auvil, Megan  
 Barnes, Rhonda  
 Becker-O'hara, Candice  
 Beckett, Katie  
 Bennett, Jackie  
 Benu, Brandi  
 Blachly, Bonnie  
 Bohlke, Stefanie  
 Bolt, Kristin  
 Bowdish, Stephanie  
 Broadgate, Catherine  
 Brouillet, Lisa  
 Burke, Katherine  
 Caldwell, Maribel  
 Camarot, Gabrielle  
 Cantella, Charlotte  
 Carr, Debra  
 Casperson, Susan  
 Chard, Elizabeth  
 Chesney, Mary  
 Cheung, Patricia

Clark, Marci  
 Cochran, Dean  
 Cooke, Elizabeth  
 Dallas, Kristin  
 Davison, Donna  
 Delarosa, Samantha  
 Deleon, Gley  
 Dineen, Kristin  
 Domingo, Patrianne  
 Donohue, Kirsten  
 Duex, Paula  
 Dumpert, Jennifer  
 Dunlap, Susan  
 Eardley, Susan  
 Farouki, Elizabeth  
 Flint, Jonathan  
 Fogerty, Ann  
 Gessner, Jeanine  
 Gnage, Kristen  
 Gomez, Vivian  
 Gregson, Samantha  
 Grusz, Ragan  
 Haft, Carolyn  
 Halley, Chelsea  
 Hamilton-Gordon, Laura  
 Hammond, Jennifer  
 Harmon, Jennifer  
 Hayes, Loretta  
 Hedgecoth, Donna  
 Hendrickson, Amy  
 Herring, Robbie  
 Hiemstra, Rebekah  
 Hilgemann, Joann  
 Hill, Sarah  
 Holden, Colleen  
 Hooper, June  
 Howard, Catherine  
 Huang, Eve  
 Hubbard, Jennifer  
 Hudson, Barbara  
 Hudson, Valerie  
 Hurd, Jonathon  
 Inegbenebor, Omi  
 Iwuoha, Esther  
 Iwuoha, Stella  
 Jagne, Saihou  
 Jensen, Glamour  
 Jensen, Glamour  
 Jitviriyanon, Apasara  
 Johnson, Sandra  
 Jones-Baucke, Denise Lynette  
 Josie, Emmy  
 Kinzel-Grubbs, Hillary  
 Kireru, John  
 Kirsch, Lindsey  
 Klein, Kristen  
 Knudson, Galen  
 Kohls, Sheila  
 Kong, Sokunthea  
 Koubele, Shana  
 Kroehle, Anne  
 Lane, Sandra  
 Larkin, Emily  
 Leblanc, Lynn  
 Lewis, Natasha  
 Lillis, Megan  
 Livingood, Charlsey

Logan, Barbara  
 Lopez, Kammi  
 Macmillan, Kristine  
 Magbalot, Almita  
 Malichevska, Orysysa  
 Maranan, Maria  
 Marasigan, Sandra  
 Mashadi-Hosseini, Arash  
 Mathis, Carey  
 Maurseth, Carolyn  
 Mccoy, Gabrielle  
 Mcaffaden, Mari  
 Messersmith, Michael  
 Meyer, Lara  
 Miller, Jeanesse  
 Miller, Joan  
 Miller-Burch, Alvenia  
 Milliren, Janel  
 Minalia, Sarah  
 Misek, Holly  
 Montemayor, Brandi  
 Moore, Kelly  
 Morgen, Traci  
 Nguyen, Thanh-Hong  
 Nicholas, Samuel  
 Nichols, Jennie  
 Nixon, Shaunna  
 O'neill, Whitney  
 Oliver, Donna  
 Oman, Tara  
 Paek, Christine  
 Perez, Hannah Grace  
 Petersen, Nicole  
 Picazo, Genevieve  
 Pontevedra, Catherine  
 Powers, Julie Anne  
 Prechtel, Jennifer  
 Ragutero, Emely  
 Rassam, Miriam  
 Reddy, Savathree  
 Rederford, Sharon  
 Rehling, Aaron  
 Reilly, Danielle  
 Richardson, Kathryn  
 Rios, Elizabeth  
 Robens, Angela  
 Robertson, Jeffrey  
 Rodarte, Robert  
 Rose, Katie  
 Royer, Aimee  
 Sarmiento-Blaha, Shirley  
 Satheesan, Saramma  
 Saunders, William  
 Schirle, Rebecca  
 Schoenfelder, Carol  
 Sherman, Neil  
 Sherwood, Danielle  
 Shumaker, Danielle  
 Simpson, Merrill  
 Smith, Ann Marie  
 Smith, Sarah  
 Snow, Rebecca  
 Soukup, Carol  
 Stevens, Russell  
 Stieler, Quinn  
 Sundberg, Erin  
 Taibi, Diana

Thurman, Christine  
 Torres, Kristine  
 Tronsen, Robin  
 Turner, Nancy  
 Uehara, Manami  
 Urrego, Joanna  
 Uy, Mia  
 Vinarao, Maria Donavi  
 Wagner, Jennifer  
 Ward, Jimmie  
 Weller, Sarah  
 Wiersma, Daniel  
 Wolfram, Stephanie  
 Xiang, Lu  
 Yamashita, Ayako  
 Yeager, Danyl  
 Zercher, Edward  
 Zink, Deanne

### Pierce County

Adolfo, Marichu  
 Adye-Whitish, Linda  
 Ahern, Maureen  
 Applewhite, Maria  
 Archer, Alice  
 Avanzado, Ruby  
 Awaji, Haymanot  
 Barrus, Sabrina  
 Beechler, Lucy  
 Bennett, Brian  
 Buckner, Jennifer  
 Cammarano, Emily  
 Carter, Denise  
 Coffman, Yoon-Heui  
 Cohen, Laura  
 Cooper, Linnea  
 Delos Santos, Rhomel  
 Dempsey, Megan  
 Durkin, Colleen  
 Duryea, Caleb  
 Eldridge, Margaret  
 Finch, Tove  
 Fischer, Marianne  
 Friendly, Latasha  
 Geib, Rita  
 Gillroy, Tabitha  
 Grammer, Joni  
 Grudle, Erin  
 Gurat, Adrienne-Juliet  
 Hanson, Brita  
 Hasenauer, Jennifer  
 Hawkins, Krista  
 Hay, Becky  
 Hellers, Debra  
 Herman, Marilyn  
 Holman, Kelly  
 Howell, Renee  
 Hughes, Carrie  
 Jenkins, Melissa  
 Johnson, Alina  
 Johnston, Christopher  
 Jones, Jennifer  
 Kelly, Kevin  
 Kiesz, Francis  
 Kindell, Teresa  
 Kinkella-Edwards, Toni  
 Koirala, Kritika

Labee, Theonie  
 Laframboise, Rhonda  
 Lantz, April  
 Larson, Jennifer  
 Le, Tam  
 Leaman, Kira  
 Leonidas, Angelina  
 Lorimer, Elizabeth  
 Lupton, Timothy  
 Manning, Shannon  
 Marquardt, Mary Jean  
 Martel, Debra  
 McBride, Jennifer  
 Mccue, James  
 Mckenney, Amy  
 Mcleod, Denise  
 Mendez, Glenn  
 Molina, Sandra  
 Nelson, Jennifer  
 Newport, Sarah  
 O'brien, Jeanne  
 Olar, Ivan  
 Ooyman, Christa  
 Pham, Ngoc-Tam  
 Piper, Rebecca  
 Prather, Ibeth  
 Ribeca, Deborah  
 Robison, Jana  
 Rowe, Patricia  
 Ruminski, Maria-Victoria  
 Saucier, Hali  
 Scheiman, Melissa  
 Sharp, Jennifer  
 Shipman, Jennifer  
 Simmons, Melanie  
 Stegmeier, Virginia  
 Stewart, Harmony  
 Stockhausen, Esther  
 Stump, Rachelle  
 Swick, Linda  
 Tutaan, Sanivel  
 Ubungen, Stefanie  
 Vaughn, Jessica  
 Weins, Debra  
 Whippo, Ashleigh  
 Whiteman, Garrett  
 Wilkes, Leticia  
 Wojtala, Amanda  
 Wright, Sheila  
 Yi, Jungjoo  
 Young, Amy  
 Young, Elisabeth

### Spokane/Adams/ Lincoln/Pend Oreille

Adams, Leah  
 Albright, Pamela  
 Alice, Mercedes  
 Anderson, Carol  
 Anderson, Timothy  
 Babin, Angela  
 Benavidez, Jeannie  
 Bennett, Kathryn  
 Bockoven, Paul  
 Bockoven, Regina  
 Bolstad, Rebekah  
 Bowles, Megan

Breeze, Marissa  
Brinkmann, Bart  
Brown, Lori  
Brown, Shannon  
Camp, Edna  
Carbajal, Kari  
Catlin, Teresa  
Collings, Amy  
Correia, Maureen  
Culkin, Shawn  
Cunningham, Amy  
Dawson, Marlan  
Dill, Christie  
Duncan, John  
Eddy, Melody  
Edwards, Gail  
Elikh, Bogdan  
Elston, Maureen  
Erickson, Elyse  
Farley, Aley  
Fitzgerald, Terry  
Garcia, Amber  
Gore, Rebecca  
Gossard, Aja  
Green, Celena  
Gunderson, Tiffany  
Haggerty, Shane  
Herrera, Tenaha  
Herrin, Jessica  
Hornby, Verna  
Hoshauer, Kandice  
Hughes, Mary  
Inman-Fisher, Rachel  
James, Elizabeth  
Jennings, Billi Jo  
Kempton, Teresa  
Keyes, Amanda  
Khaheera, Simendeeep  
Koehler, Kristyn  
Kostenyuk, Valerie  
Langford, Valerie  
Lawhorn, Angela  
Le, Hao  
Livingston, Vanessa  
Loney, Lisa  
Lynch, Ian  
Machtolf, Emily  
Mccammon, Brandi  
Mclaughlin, Brea  
Morgan, Rebecca  
Morrow, Jennifer  
Murdock, Lavender  
Nelson, Irva  
Nunes, Sharla  
Oka, Darcy  
Pacheco, Marcy  
Padilla, Cassie  
Pagsanjan, Veronica  
Possin, Aaron  
Pratt, Latisha  
Reid, Abigail  
Reimer, Heidi  
Rivas, Deborah  
Robl, Kathleen  
Rogers, Deborah  
Rose, Judith  
Rossetti, Susan

Sahlberg, Meghan  
Sandstrom, Jessica  
Sells, Martha  
Serafini, Belina  
Shepard, Dana  
Skovold, Jaclyn  
Smith, Candace  
Smith, Danelle  
Smith, Suzanna  
Steadman, Susan  
Stohler, Tara  
Swanson, Joanne  
Swanton, Cindy  
Teasley, Patricia  
Thornburg, Diana  
Tomlinson, Heather  
Trunkley, Michael  
Tsoumpas, Dawn  
Tunnyhill, Johnna  
Tyler, Jamie  
Vandervegt, Kimberly  
Watts, Alisha  
Wells, Cathy  
Welsh, Chris  
Willcox, Mary  
Williams, Kathryn  
Wilson, Herb  
Yackel, Julie  
Zenahlik, Kathryn

#### **Yakima City/N. Yakima**

Baker, Ellan  
Conklin, Dena  
Lenberg, Karen

#### **Chelan/Douglas/Grant**

Battis, Aura  
Bhide, Vaishali  
Bleau, Michelle  
Carlson, Meegan  
Clift, Catherine  
Frank, Staci  
Golob, Jeanna  
Griggs, Deanna  
Guest, Danielle  
Jacobson, Brandi  
Jensen, Shanutia  
Jimenez, Olivia  
Kane, Melonee  
Lenderman, Julee  
Martinez, Emily  
Miller, Kayelee  
Powell, Heidi  
Rathka, Darcy  
Reinfeld, Erica  
St Denis, Jaime

#### **Grays Harbor**

Hollingworth, Annette  
Johnson, Heather  
Lunceford, James  
Mason, Patricia  
Parker, Mary Beth  
Raines, Jesse  
Robson, Stacy  
Schroeder, Kim  
Steensrud, Margaret

Stum, Rachel

#### **Snohomish County**

Vanginneken, Margaret

#### **Wahkiakum/Cowlitz**

Beebe, Kathy  
Brice, Bonnie  
Clark, Kimberly  
Crites, Deborah  
Espitallier, Erik  
Gordon, Judy  
Houser, Cheri  
Mann, Amy  
Maunu, Sarah  
Mcwilliams, Jana  
Pletch, William  
Rogen, Michael  
Whitright, Michelle

#### **Clark/Skamania**

Aarseth, Andrea  
Abdulkadir, Maryan  
Badger, Patricia  
Blevins, Remona  
Bolin, Jessica  
Crawford, Sarah  
Dunham, Bridget  
Dutton, Debbie  
Hobson, Nicole  
Ibrahim, Giselle  
Jones-Cardoza, Acacia  
Koepeke, Shannon  
Kuhlman, Virginia  
Lehmann, Hedy  
Marcher, Clarice  
Martin, Tonya  
Mccooy, Christine  
Mosler, Katherine  
Neil, Ann  
Pham, Lydia  
Rein, Kristin  
Scott, Heidi  
Sharp, Matthew  
Swan, Sheila  
Vanis, David  
Wood, Pat

#### **Whitman County**

Engle, Anna  
Wise, Dianna

#### **Benton/Franklin**

Bly, Angela  
Clark, Amy  
Duong, Cijiana  
Franco, Jacob  
Livesey, Katherine  
Loomis, Kathryn  
Manthos, Kimberly  
Markatia-Edens, Tahira  
Milton, Clint  
Morgan, Michelle  
Stevenson, Susan  
Thacker, Lisa  
Turner, Zachary

#### **Skagit/Island/San Juan**

Acuff, Marion  
Armand, Kenlee  
Arnone, Lani  
Barkhausen, Trina  
Behrens, Sara  
Bettle, Sheryl  
Bruner, Victoria  
Burnett, Cathlin  
Cameron, Abubaker  
Carpenter, James  
Cole, Marni  
Collins, Katrina  
Couvreur, Noelle  
Danskin, Alivia  
Delos Reyes, Justice Maely  
Drake, Neva  
Dryden, Andrea  
Erskine, Christie  
Halley, Megan  
Herkert, Morgan  
Jackson, Rachael  
Johnson, Malene  
Jule, Toccara  
Keffer, Karen  
King, Arlene  
Kinoshita, Cheryl  
Kirby, Tammie  
Kuyava, Irene  
Kuyava, Irene  
Levine, Joline  
Lonborg, Shannon  
Macdonald, Samantha  
Mccauley, Julie  
Merritt, Maureen  
Nelson, Tamara  
Owens, Jennifer  
Pursley, Angela  
Reynolds, Lisa  
Robertson, Linda

Rogerson, Nancy  
Romick, Flora  
Rust, Julia  
Smith, Jennifer  
Tjeerdsma, Jennifer  
Tyler, Mary  
Vana, Patricia  
Wadley, Amber  
Westhoven, Dorie  
White, Holly  
Wolf, Juanita  
Wood, Leanna

#### **Kitsap County**

Wilson, Shontel

#### **Kittitas County**

Davenport, Arthur  
Davis, Christie  
Padgett, Mary  
Taylor, Zita

#### **All Other Counties**

Alvarado, Angela  
Bolson, Nicholas  
Bowers, Lovella  
Chavez, Yadira  
Dill, Linda  
Gambao, Stephanie  
Garcia, Marilyn  
Hazen, Ericka  
Hudson, Kathleen  
Lopez, Alicia  
Rangel, Lillian  
Scaife, Heather

## **R E M I N D E R**

### *Membership Information and Employment Status Changes*

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



Washington State Nurses Association  
 575 Andover Park West, Suite 101  
 Seattle, WA 98188

NONPROFIT ORG.  
 U.S. POSTAGE  
 PAID  
 Seattle, Washington  
 Permit No. 1282

THANK YOU FOR ALL THAT YOU DO



POLYGON IS OFFERING  
**NURSES**

**\$5,000**  
**Buyer Bonus\***

ON THE PURCHASE OF  
 A NEW POLYGON HOME!

Polygon recognizes the wonderful job that Nurses do each and everyday — that's why we want to extend this special promotion to you. Polygon offers beautiful, quality homes and communities that you will be proud to come home to.

*Visit our website and see how at Polygon, a better home is just the beginning.*

**Spectacular 2, 3, 4 & 5 Bedroom Homes  
 and Charming Low-maintenance Townhomes  
 Priced from the \$200's to the \$400's**

**[www.polygonhomes.com](http://www.polygonhomes.com)**

\* Valid on purchase and sales agreement dates March 30, 2009 and beyond. Subject to change without notice.



**Crosswater & The Pointe**  
 Lake Stevens

★ **Creekside**  
 Kent

★ **Madera at Lakeland**  
 Auburn

★ **The Estates at Lakeland Hills**  
 Auburn

POLYGON  NORTHWEST COMPANY