Biennial Reports WSNA's work of the last two years **WSNA Election Candidate Profiles** Who will you vote for this summer?
Proposed Resolutions Child Health Initiative Preventing Overmedication in Seniors Public Health & Gun Violence Education

Volume 43, No 1 **Spring 2013** A Publication of the Washington State Nurses Association

The Washington Nurse

It's All About You

2013 WASHINGTON STATE NURSES CONVENTION

The Washington Nurse Biennial Convention & WSNA Business Special Issue Volume 43, No 1 Spring 2013

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— SPOTLIGHT EVENTS —

Washington State Nurses Convention
May 1 - 3, 2013 / Tulalip, WA

WSNA E&GW Leadership Conference
September 29 - October 1, 2013 / Chelan, WA

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The Washington Nurse

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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 $30 per year (Canada/Mexico: US $36 per year; Foreign: US $49 per year).

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 2012, WSNA. No part of this publication may be reproduced without permission.

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Article ideas and unsolicited manuscripts are welcome from WSNA members (300 word maximum). Please submit a typed copy and digital copy (Microsoft Word, or plain text) 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

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

DESIGNED, EDITED & PRINTED IN THE USA

■ *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, regulators, 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 the last three months.*

- Alliance of Nurses for Health Environments (ANHE) Policy/Advocacy Committee
- American Cancer Society Cancer Action Network
- American Nurses Association (ANA) Board of Directors meeting
- ANA Congress on Nursing Practice and Economics
- ANA Leadership Institute
- ANA Nursing Practice Network conference calls
- ANA Safe Staffing webinar
- ARNPs United of Washington State
- Bellevue College Nursing Advisory Board
- Clark Community College Allied Advisory Board
- Collaborative on a Healthy Environment (CHE-WA)
- Council of Nurse Educators for Washington State (CNEWS)
- Department of Health Medical Assistant rules writing
- Department of Labor and Industries rule-making on hazardous drug exposure
- Department of Labor and Industries Safe Patient Handling Steering Committee
- Federal Basic Health Option legislative advisory committee
- Future of Health Care Conference Planning Committee
- Health Care Access Coalition (to maintain access to medications)
- Health Care Without Harm
- Health Coalition for Children and Youth
- Healthy Washington Coalition to Healthy Washington Steering Committee
- Joint Conference on Health
- Joint Task Force on Education Funding (Legislative Task Force)
- National Federation of Nurses National Executive Board meetings & National Advisory Board meetings
- NCQAC ARNP Subcommittee
- NCQAC Continuing Competency Subcommittee
- NCQAC Consistent Standards of Practice Subcommittee
- North Seattle Community College Technical Advisory Board
- Northwest Organization of Nurse Executives (NWONE) Nursing Education & Practice Commission
- Nursing Care Quality Assurance Commission Meetings (NCQAC)
- Nursing Student Lecture - Clark College
- Nursing Student Lecture - Shoreline Community College
- Nursing Student Lecture - Washington State University
- Nursing Students of Washington State (NSWS) Board meetings
- Prevention Alliance
- Public Health Emergency Preparedness and Response Joint Advisory Committee
- Public Health Roundtable
- Puget Sound Health Alliance and Consumer Engagement Team meetings
- Racial Equity Team
- Rebuilding Our Economic Future Coalition
- Renton Center of Health and Occupational Health Education Labor Advisory Board
- Renton Technical College Allied Health Advisory Board
- South Seattle Community College Technical Advisory Board
- Toxic Free Legacy Coalition
- United Labor Lobby
- Washington Center for Nursing (WCN) Board Meetings
- Washington Chapter of Physicians for Social Responsibility
- Washington Health Foundation Board Meeting
- Washington Patient Safety Coalition Steering Committee
- Washington Regional Action Coalition (WNAC) Steering Committee and Leadership Group
- Washington State Board of Community and Technical Colleges
- Washington State Labor Council Legislative Labor Caucus
- Washington State Labor Council Political Committee
- Washington State Public Health Association Board meeting
- Washington Toxics Coalition

APRIL

18 – 19	CNEWS – Spokane, WA
26	Washington State Nurses Foundation Auction Work Meeting – WSNA Office
27	Mary Mahoney Professional Nursing Organization Spring Reception – Seattle, WA
27	Nursing Faculty CE Workshop
30 – 5/1	24th Annual NW Ambulatory Care Nursing Conference – Lynnwood, WA

MAY

1 – 3	**WSNA Convention and General Assembly** – Tulalip, WA
3 – 4	Nursing Students of Washington State (NSWS) Convention – Tulalip, WA
6	Inland Empire Nurses Association (District 4) Spring Gala – Spokane, WA
7	Washington Center for Nursing Board Meeting
8	UW School of Nursing Soule Lecture and Nurse Recognition Banquet – Seattle, WA
9	King County Nurses Association (District 2) Spring Banquet – Seattle, WA
10	Pierce County Nurses Association (District 3) Spring Banquet
18 – 19	NFN National Federation Assembly – Crown Plaza Hotel WA National Airport, Washington, D.C.
20 – 22	NFN National Labor Academy– Crown Plaza Hotel WA National Airport, Washington, D.C.
19 – 22	ANCC National Teaching Institute – Boston, MA
27	**Memorial Day Observed** (WSNA Office Closed)

JUNE

3	WSNA Constituent Representative Council
7	WSNA Finance Committee – WSNA Office
10	DOH Safe Patient Handling – Swedish Cherry Hill, Seattle, WA
20	WSNA Staff Planning Retreat (WSNA Office Closed)
21	WSNA CEARP Committee – WSNA Office
27 – 29	ANA Membership Assembly – Washington, D.C.

By Julia Weinberg, RN
WSNA President

I look outside my window today and everywhere I look, I see all of nature is beginning to bloom. The seeds and bulbs I planted at the beginning of last fall are now waking up, and the new beginnings of flowers are starting to show. My fruit trees are in full blossom, and the bees are buzzing all around. It is wonderful to see and take in all of the newness around us right now.

We too are now starting a new beginning, one that is also the product of seeds planted and nurtured. I want to share with you how proud I am of the recent action taken by both of our elected governing boards, the E&GW Cabinet and WSNA Board of Directors, who voted recently to launch our new partnership with AFT, AFL-CIO. Both WSNA and NFN will benefit, as will each of our WSNA collective bargaining members as we start tapping into new resources and opportunities with AFT.

As one of the people who read through every word of the agreement and voted with my Board and Cabinet colleagues, this decision felt like one of those once-in-a-lifetime historical decisions. I believe strongly that we have ensured that we will be well-equipped for the path ahead as we continue our role as the leading voice for nurses here in Washington State and beyond. Working with AFT will enhance our ability to be at even more of the tables where we need to be as important decisions on nursing, healthcare and our communities are being made. Continuing our good work while assuring our full autonomy as WSNA was an important condition of this new partnership and was a key consideration for your elected leaders when we voted for WSNA to affiliate

We too are now starting a new beginning—one that is also the product of seeds planted and nurtured.

Our history as the WSNA is rich with accomplishment and work on behalf of all of us—representing all nurses in Washington. Whether it is advocating for ARNP practice, fighting to have a safe workplace for nurses and patients, improving the health of our environment, or improving the public's health at-large, we are committed to the important issues in nursing, in our nurses' lives, and in the health of our communities. Working effectively together, we will keep moving toward another 100 years of successful advocacy for nurses and patients.

You can read more about our affiliation with AFT and what this means for you and me as nurses and members of WSNA and NFN in this issue of *The Washington Nurse*.

Since my last column, I have been constantly reminded how very much nurses need to stand together and support each other. At the NFN board meeting in February, we heard about the many labor and scope of practice challenges facing each of our NFN states and other nurses across the county. In a show of solidarity, I joined several NFN Board members and traveled to Bozeman, Montana to walk an informational picket line in support of our sisters and brothers in the Montana Nurses Association. As your President, I was proud to bring your voices and support to that picket line. It was a very grey, cold and windy morning with a wind chill around zero. We started at 8 am and kept the line full and moving till 4 pm. The Montana nurses' issues are the same as our issues, only in a different place. Our NFN President, Barbara Crane, and NFN CEO, Lorraine Seidel, were also beside me, along with our new AFT brothers and sisters. I am so glad I said yes! It was an honor to stand with them and to bring the support and solidarity of Washington State Nurses Association. The Bozeman community was out in full support and the media were there many times during the day interviewing nurses, patients and other community members. By midday, the sun came out and the wind stopped. It was right then that all of us knew that we were fighting the right fight for our patients, for our practice, for the community, and for the respect each of these nurses deserved.

All of us need to stand up and speak out together, shoulder to shoulder supporting each other and fighting with one united voice for the rights of nurses and for the safety of our patients.

Standing up and speaking out for ourselves can be a hard thing for nurses to do. We are quick to raise our voices for our patients and will fiercely advocate for them at the bedside, yet it can be much harder to demand respect for our profession or the value of our expertise. It sometimes feels foreign to us and is often not what we want to do. Right now, across this country, nurses are being pushed and pushed and pushed and it's starting to cross a line for many of us. We must stand up for ourselves and our profession. Not only do our practices and careers depend on it, but it's the best thing we can do for our patients. Advocating for ourselves and strengthening our voice is advocating for our patients, and united together, we are a powerful force.

Here in Washington State, we're becoming more and more familiar with the need for these kinds of actions. Difficult, protracted negotiations, changes in staffing and concerns for patient safety have caused nurses to engage in public rallies and informational picketing at several hospitals across our state. In each case, nurses are making a stand and fighting back when administrators want to balance their budgets on the backs of nurses and patients.

Does there seem to be a theme here? What about the trends we're seeing when it comes to hospitals merging and forming large corporations? What about changes in long term care where there are more and more acute care patients in these facilities without any additional resources to take care of these patients? What about the graying of our nurse educators who we need to train the nurses for tomorrow? Why are we still seeing so many of our new nurses coming out of school, getting burned out, and leaving the profession within the first two years of graduating? What more can we, as nurses and members of WSNA, be doing to improve these trends?

All these topics and more will be part of this year's Washington State Nurses Convention from May 1-3rd at the Tulalip Resort. All nurses—not just members—are invited to come and participate, to learn, and to network with other nurses from all over our state. Make sure you plan to attend, fill out the registration form, and bring a friend or two! I am looking forward to seeing many friends there and meeting and making new ones too.

Over the course of the Convention, we will learn about the WSNA elections and meet the candidates, consider bylaws amendments and resolutions at the WSNA General Assembly business meeting, celebrate our WSNA award winners, and engage in roundtable discussions to identify the key issues and actions we want the WSNA to focus on during the next biennium. This is an important opportunity for you to have your voice heard and to have an impact on your association and our profession.

The Nursing Students of Washington State (NSWS) are also holding their annual convention beginning the evening of May 3rd and continuing May 4th. Suzannne Gordon, journalist and nurse advocate, will open the meeting with an interactive play using volunteer nurse "actors" (some of us) doing the readings. The students are also developing a mentoring program, so for those of you who are willing to mentor a student, this would be a great activity for you to stick around for on Friday evening.

I look forward to seeing and talking with you all soon! See you at Convention!

Julia Wemlinger

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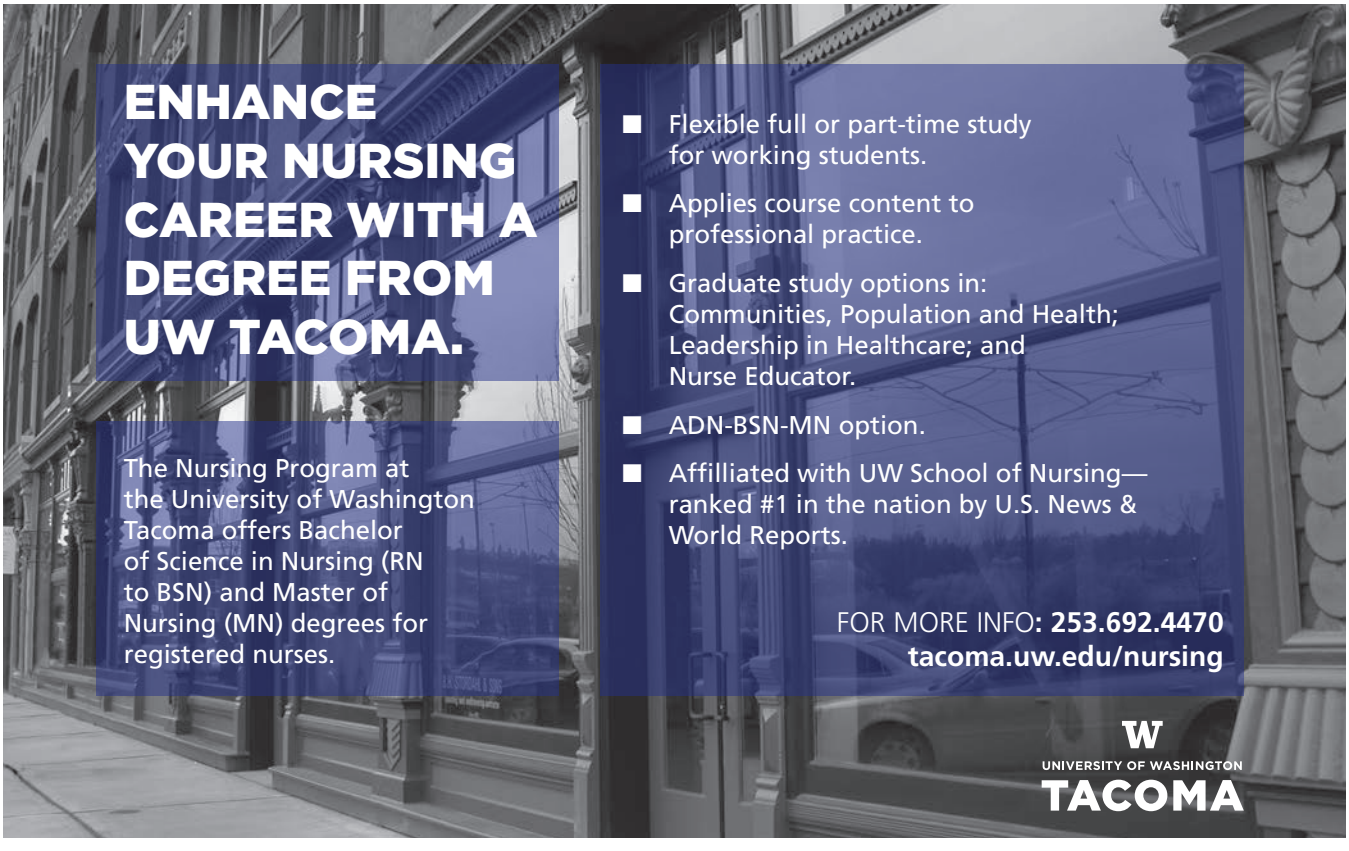

Delivering Quality & Innovation in Patient Care

National Nurses Week • May 6–12, 2013

Every year, National Nurses Week focuses attention on the diverse ways America's 3.1 million registered nurses work to save lives and to improve the health of millions of individuals. This year, the American Nurses Association has selected **"Delivering Quality and Innovation in Patient Care"** as the theme.

Annually, National Nurses Week begins on May 6, marked as RN Recognition Day, and ends on May 12, the birthday of Florence Nightingale, founder of nursing as a modern profession. In honor of Delivering Quality and Innovation in Patient Care, all registered nurses in America are encouraged to proudly wear the official ANA "RN" pin or any other pin that clearly identifies them as registered nurses, and/or their nurses uniform on May 6, 2013.

Traditionally, National Nurses Week is devoted to highlighting the diverse ways in which registered nurses, who comprise the largest health care profession, are working to improve health care. From bedside nursing in hospitals and long-term care facilities to the halls of research institutions, state legislatures, and Congress, the depth and breadth of the nursing profession is meeting the expanding health care needs of American society.

In honor of the dedication, commitment, and tireless effort of the nearly 3.1 million registered nurses nationwide to promote and maintain the health of this nation, the ANA and WSNA are proud to recognize registered nurses everywhere on this particular day for the quality work they provide seven days a week, 365 days a year.

SEATTLE UNIVERSITY PROFESSOR APPOINTED TO NATIONAL ADVISORY COUNCIL FOR NURSE EDUCATION & PRACTICE

Kathy Camacho Carr, '89 PhD, ARNP, CNM, FACNM, Seattle University Professor and Jean Bushman Endowed Chair, will serve on the **National Advisory Council for Nurse Education and Practice** (NACNEP). Appointed by United States Secretary of Health & Human Services, Kathleen Sebelius, Camacho Carr will work with other council members to help shape policies for improving nursing education and practice.

The Advisory Council is made up of nurse educators and professionals from across the country that have strong and tenured leadership in the profession. As part of their appointment, council members will meet two to three times a year in Washington, D.C., to develop and submit to the Secretary and the U.S. Congress, a report describing its findings and recommendations for improving the overall outlook of nursing education in the United States. Much of the council's focus centers on advising our nation's health leaders on ways to enhance the composition of the nursing workforce; improve the utilization of nurses to meet the health needs of our country; expand the knowledge, skills and capabilities of nurses; financing and delivery of nursing services; and promotion of interdisciplinary approaches to the delivery of health services—particularly in public health and primary care.

Camacho Carr has been at Seattle University since 2003 and currently is a Professor and the Jean Bushman Endowed Chair. In 1989, she earned her PhD at the UW School of Nursing, following her undergraduate and master's education in Chicago. Her research and teaching interests are in women's health, maternal child health, and education of advanced practice nurses and nurse-midwives. Much of Dr. Camacho Carr's scholarly work focuses on instructional design, pedagogical strategies and the use of computer distributed learning.

NEW PUBLIC ART INSTALLATION CELEBRATES NURSING'S LONG HISTORY AT HARBORVIEW MEDICAL CENTER

Harborview Medical Center celebrated its long history of nursing with the dedication of a new public art project, the **"Nurses Tunnel"** on Wednesday, December 12th as part of a larger event honoring its nurses. In her opening speech, Harborview Chief Nursing Officer and UW School of Nursing alumna Darcy Jaffe, BSN '83, MN '89, proudly explained the purpose of the tunnel was to "celebrate the legacy of nursing at Harborview."

"We hope that this tunnel will help people to understand what it's like to be a Harborview nurse," said Jaffe. "That's something different."

Harborview Hall, which was home to UW School of Nursing students from the early 1930's until 1961, is connected to Harborview Medical Center via a long hallway. The former nursing students recall using the tunnel for many purposes, from getting to their daily shifts to sneaking back into their rooms if they were out after curfew.

The Nurses Tunnel project, commissioned by King County and 4Culture, began over three years ago under the watchful eyes of artists Lois Shelton and Maggie Smith. With the help of nursing history consultant Marjorie DesRosier, MN '79, PhD '93, UW School of Nursing alumni, students, local nursing agencies and many others, Shelton and Smith created a project intended to capture the dedication, passion and long history of nursing at Harborview.

"We designed this space as a way to exemplify the image of nursing," said Shelton. "The voices make nurses seem omnipresent even though there aren't images in the hallway. It's a great representation of nursing—nurses are always there, even if we can't always see them."

While the tunnel has morphed into just another bustling hallway as Harborview as grown, the tunnel remains a vital piece of history to the nurses who lived and worked at Harborview. The new art installation celebrates and captures the memories of being a Harborview nurse over time through voice recordings, photos displayed on a video screen and a changing light display in the hallway. The artists note that even if you were to travel down the hallway multiple times per day, as many do, no two experiences with the art project would be the same.

As the dedication ceremony drew to a close, Jaffe recalled the ongoing legacy of nursing at Harborview and the incredible role that nurses have played over time. "We are all proud to be doing what we are doing," she said. "We are all proud to be, and have been, Harborview nurses."

› Visit http://blog.4culture.org/2012/11/the-nurses-tunnel-illuminated/ for more information about the Nurses Tunnel.

MEDICARE PHYSICIAN FEE SCHEDULE FINAL RULE HAS MAJOR IMPACT FOR RNS & APRNS

The **Medicare Physician Fee Schedule Final Rule,** issued Nov. 1, 2012, and effective Jan. 1, 2013, could have a major impact for many RNs and APRNs, especially those working in psychiatric/mental health.

On January 1, 2013, new coding and reimbursement policies went into effect for many psychiatric/mental health services. Many services will be paid at higher levels. The new policies recognize the challenges of caring for patients with severe mental illness, multiple co-morbidities and complex medications, in community settings as well as hospitals and other inpatient facilities. This is great news for advanced practice registered nurses (APRNs), psychiatric registered nurses (RNs), and other mental health providers.

The new codes will also have a major impact for other RNs and APRNs, especially those working in primary care, care coordination, and nurse anesthetists.

› The 1,362-page Final Rule can be accessed at the Centers for Medicare and Medicaid Services' website at www.cms.gov.

REIMBURSEMENT

NATIONAL DEFENSE AUTHORIZATION ACT INCLUDES P-APRNS AS INCLUDED PROVIDER

The **National Defense Authorization Act** (NDAA) originally included language for providers for PTSD pre-separation medical examination to include licensed clinical social workers and psychiatric nurse practitioners.

With the assistance of Senator Tom Udall (D-CO) and Chairman Joe Wilson (R-SC), as well as committee staff from both the House and the Senate, The American Nurses Association succeeded in getting "psychiatric advance practice registered nurse" added to the conference committee language. With the broader language, Psychiatric-Mental Health - Nurse Practitioners (PMH-NP) and PMH-Clinical Nurse Specialists (PMH-CNS) will be able to conduct the aforementioned exams. In addition, the NDAA shows a trend of using provider neutral language to provide mental health services to military personnel.

PUBLIC HEALTH NURSES SEEKING TO IMMUNIZE UNDERSERVED POPULATIONS EARN ANA'S IMMUNITY AWARD

Innovative Programs Raise Immunization Rates at Fire Stations, Nutrition Clinics

Christie Hage and **Sharon Moon**, public health registered nurses who have developed and led creative community programs to increase immunizations among populations that typically lag in vaccination rates, have earned the **Winter 2012 American Nurses Association's Immunity Award**. The award recognizes nurses for leadership and commitment to immunization.

The national Immunity Award is part of the **Bringing Immunity to Every Community** project, a partnership between ANA and the Centers for Disease Control and Prevention (CDC) to maximize nurses' role in increasing vaccination rates and reducing incidence of diseases. The project seeks to increase nurses' knowledge and competency in immunization, encourage nurses to be vaccinated, and position nurses as leading advocates for immunization. ANA and CDC promote vaccination programs as among the most effective and cost-efficient ways to prevent disease and death, and to protect entire communities from the spread of infectious diseases.

Hage, BSN, RN, of Aurora, Colo., coordinator of the Tri-County Health Department Immunization Program and a strong advocate for childhood immunizations, helped launch and currently organizes the **Aurora Fire Fighters Shots for Tots** Program, which provides immunizations one Saturday per month in a fire station for a population that is medically underserved. The 10-year-old fire station immunization program, chosen by the National Association of County and City Health Officials as a "model practice," has provided more than 25,000 immunizations to more than 10,000 children.

Moon, MN, BSN, RN, immunization program manager for the Salt Lake Valley (Utah) Health Department, spearheads a program that ensures children coming to the **Women, Infants and Children** (WIC) food and nutrition service get up to date on immunizations. Vaccine records of each child attending a WIC clinic are evaluated to determine needed immunizations. The initiative has raised immunization rates for this vulnerable population from less than 80 percent to 90 percent.

AMERICAN NURSES FOUNDATION TO AWARD $200,000 IN 2013 RESEARCH GRANTS

Priorities Include Nurse Impact on Health Care Quality and Efficiency

The American Nurses Foundation (ANF) recently announced the launch of its **2013 Nursing Research Grant Program**. The program will provide 29 research awards totaling more than $200,000 to beginner and experienced nurse researchers.

ANF is the charitable and philanthropic arm of the American Nurses Association. The 2013 grant program will focus on ANA's research priorities and applications which use ANA's National Database of Nursing Quality Indicators (NDNQI).

Individual grants range from $5,000 to $25,000. The largest award, the Margretta Madden Styles Credentialing Research Award, is named for a past president of the American Nurses Credentialing Center, ANA, and the International Council of Nurses. The award funds research on the impact of nurse credentialing programs for patients, nurses, and health care organizations.

› Information and access to the online application are available on ANF's website at www.anfonline.org. The application process is open through May 1, 2013.

ANA SUPPORTS NOMINATION OF MARILYN TAVENNER TO HEAD CENTERS FOR MEDICARE AND MEDICAID SERVICES

Marilyn Tavenner

ANA commends the White House for its decision to nominate Marilyn Tavenner, MHA, BSN, RN, to permanently head the Centers for Medicare and Medicaid Services (CMS). Tavenner, a former ICU nurse, has served as chief executive officer of the Hospital Corporation of America and was Virginia's secretary of Health and Human Resources under then-Governor Tim Kaine.

"Marilyn is more than prepared to head the Centers for Medicare and Medicaid Services (CMS), an agency that touches the life of every American through the Medicare, Medicaid, and children's health insurance programs, promotes quality standards, and develops policy innovations intended to expand patient access to high quality health care," says ANA President Karen A. Daley, PhD, RN, FAAN. "We at ANA believe that her expertise and experience will provide CMS with the leadership needed to guide our health care system during this time of great change. We urge a swift confirmation process so that CMS can continue its work to improve the health care of individuals and families nationwide."

Tavenner joined CMS in February 2010 and became acting administrator in December 2011.

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First Responder Kit $49.99

- 16 Datrex Emergency Drinking Water Pouches
- 1 Datrex packet of 18 food bars
- 1 Thermal Blanket - 84" x 52"
- 2 Air-activated 12-hour body / hand warmers
- 1 Hooded Poncho
- 3 Trash Bags
- 2 12-hour light sticks
- 2 zip baggies
- 1 flashlight with 2 D cell batteries
- 1 AM/FM radio
- 1 Whistle
- 1 deck playing cards
- 1 pair leather palm gloves
- 1 sling bag
- 1 hygiene pack (1 tissue packet, 3 moist towlettes, 1 biohazard wate bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3 2"x"2 gauze pads, 1 5"x9" abdominal pad, 10 plastic strip bandages, 1 roll Kendall tape, 3 antiseptic towlettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes)

Billing Address

_____
Name

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Address

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City

*State*_____*Zip* _____

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Phone

Shipping Address

_____
Name

_____
Address

_____

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City

*State*_____*Zip* _____

_____ Standard Kits ($34.99)
_____ First Responder Kits ($49.99)
_____ 9.50% sales tax
_____ **Total**

If Paying by Credit Card:

_____
Cardholder Name

_____
Cardholder Signature

_____
Card Number

_____
Card Expiration

Place your order by mail, phone or fax:

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

206.575.7979 phone • 206.575.1908 fax • wsna@wsna.org • www.wsna.org

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WASHINGTON STATE NURSES CONVENTION

Join us at Tulalip Resort for three days that will leave you feeling refreshed, revitalized and reconnected.

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WASHINGTON STATE NURSES CONVENTION

Attend the Washington State Nurses Convention

You won't want to miss the renowned speakers, opportunities to fulfill all of your continuing education requirements at one event, the sim lab, networking with nurses across the state, planning sessions to set the direction of WSNA for the years ahead, and so much more.

There will be something for everyone, so bring yourself and tell your colleagues. In addition to the serious business of learning, connecting and engaging, there will also be plenty of opportunities to enjoy the Tulalip Resort and Casino, and all the entertainment options it provides, with friends old and new.

FOR FULL DETAILS, VISIT

RNconvention.com

May 1-3, 2013

FEATURING

Nationally-recognized Speakers
Nursing Sim Lab • Poster Sessions
A Year's Continuing Education in a Single Event
ANA CEO Marla Weston
Health Information Technology, Just Culture, QSEN Competencies and more
Nursing Excellence Awards • Benefit Auction

LOCATION

Tulalip Resort

Shopping • Spa • Restaurants • Casino • Nightlife • Golf / Skiing

THIS EVENT IS FOR

All Nurses

Staff Nurses • Advanced Practice • Educators • Managers
Community Health • WSNA Members & Non-Members • Students

WASHINGTON STATE NURSES CONVENTION

FEATURING SPEAKERS

Leah Curtin

Pooling the Power of Goodness to Create Change

Dr. Leah Curtin is an internationally recognized nurse leader, ethicist, speaker, and consultant in the nursing field. A strong advocate for the nursing profession as well as the quality of patient care, Dr. Curtin has long been known for her contributions to the nursing community and brings a wealth of experience and expertise to her audience. Dr. Curtin is known for her engaging, humorous and no-punches-pulled lecture style. She was named a 'Living Legend' by the American Academy of Nursing and has been an influential writer and editor-in-chief for several publications.

Suzanne Gordon

From Silence to Voice

Suzanne Gordon is an award-winning journalist and author. She has written for numerous newspapers and magazines and is the co-editor of the Culture and Politics of Healthcare Work series at Cornell University Press. She is the author of seven books and her new book Beyond the Checklist: What Else the Healthcare Industry Can Learn From Aviation Safety and Teamwork is out this fall. Much of her professional focus is on problem-solving the communication issues that can occur between doctors, nurses and patients.

Jo Manion

Flourishing During Tumultuous Times

Dr. Jo Manion is a nationally recognized speaker, an award-winning author and senior management consultant, who offers an impressive breadth of experience combined with practical and creative approaches to organizational and professional issues. Her most recent work has involved working with organizations and individuals engaged in creating effective cultural change, expanding leadership capacity and transforming organizational workplaces. Her focus is on creating positive, healthy work environments with high level employee engagement. She has worked widely in the area of leadership development and serves as a coach for both individuals and organizations.

PLUS...

Pam Cipriano, PhD, RN, NEA-BC, FAAN

Elizabeth Mattox, MS, ARNP

Anne Tan Piazza

Sally Watkins, PhD, RN

Marla Weston, PhD, RN

WSNA Past Presidents

The 2013 Washington State Nurses Convention will bring nurses together from across the state and beyond for three days of continuing education, inspiring keynote speakers, networking, and presentation of cutting edge research.

Tulalip Resort

As one of the premier resorts and conference destinations in the Pacific Northwest, Tulalip Resort Casino offers a captivating blend of Native American culture and contemporary sophistication just 30 minutes from downtown Seattle. Tulalip Resort is located adjacent to Seattle Premium Outlets, featuring over 110 outlet stores. Enjoy on-site spa services, meals from four different restaurants plus room service, and the many entertainment options Tulalip Resort Casino provides.

10200 Quil Ceda Blvd, Tulalip, WA 98271 • 888.272.1111

Recognizing the Exceptional

At the **2013 WSNA Awards reception** on Thursday, May 2, 2013, we will honor the outstanding achievements of several of our nursing colleagues and community partners.

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

WSNA RECOGNITION AWARDS

Honorary Recognition
Pamela Mitchell, PhD, RN, FAAN
Recognizing distinguished service or valuable assistance to the nursing profession

Marguerite Cobb Public Health / Community Health Nurse
Barbara Bly, BSN, RN
Recognizing significant contributions to the field of public or community health nursing

Joanna Boatman Staff Nurse Leadership
John Tweedy, RN, CNOR
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
Julia Weinberg, RN
Presented to a WSNA member in recognition of outstanding leadership, as well as participation in and contributions to the purposes of WSNA and ANA

Community Partner
Alex Truchon, President, Washington Patient Safety Council
Recognizing significant contributions advancing nursing and the health and wellness of the citizens of Washington State

PROFESSIONAL NURSING & HEALTH CARE COUNSEL RECOGNITION AWARDS

Best Practice
Sandy Abernathy, RN
Presented to an individual, to recognize best practice in the daily care of patients / clients

Nurse Leadership & Management
Jennifer Graves, MS, RN
Presented to an individual to recognize excellence in nursing leadership and management

Educator
Debbie Brinker, MSN, RN
Presented to an individual to recognize excellence in nursing education

Ethics & Human Rights
Margarethe Cammermeyer, PhD, RN
Presented to an individual to recognize excellence in ethics and human rights

Research
Marie-Anne Sanon, PhD, MN, RN
Recognizing excellence in nursing research that addresses practice issues

10 REASONS YOU'LL WANT TO BE AT CONVENTION

A full year's required **continuing education**

ANA CEO Marla Weston

Poster sessions

Awards banquet

Breakout sessions on **Health Information Technology, Just Culture, QSEN Competencies** and more

Auction benefitting the **Washington State Nurses Foundation**

Wine & cheese reception with WSNA candidates

WSNA business meeting

Meditation & yoga session

WSNA GENERAL ASSEMBLY BUSINESS MEETING, NOMINATIONS, RESOLUTIONS & BYLAWS

The **General Assembly** meeting, Thursday, May 2nd, will address items of important business for the membership, including proposed bylaws amendments, proposed resolutions and final nominations for elected offices.

Past scholarship recipients **Mikaba Snowden**, **Sumi Kim**, **Danielle Krochonis**, **Alexandra Kyrimis**, **Allison Gienger** and **Kate Swanson**

Jumpstart Someone's Career

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

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

WINE BASKETS • GIFT CERTIFICATES
TRAVEL GIFT CERTIFICATES
RESTAURANT / HOTEL GIFT CERTIFICATES
THEATRE / MOVIE / SPORTING EVENT TICKETS
FAMILY EVENT TICKETS • ART
OTHER ITEMS OF VALUE

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

For more information, contact Barbara Bergeron at the WSNF / WSNA office by telephone at 206.575.7979, extension 3024, or send an email to bbergeron@wsna.org.

Wednesday

MAY 1, 2013

9:00 - 10:00 a.m.
Registration / Check-In

10:00 a.m. - Noon
KEYNOTE: **Flourishing During Tumultuous Times** ★
Jo Manion, PhD, RN, NEA-BC, FAAN
Manion & Associates

Noon - 12:30 p.m.
Lunch

12:30 p.m. - 2:30 p.m.
Flourishing During Tumultuous Times ★

2:30 p.m. - 3:00 p.m.
Break

3:00 p.m. - 4:30 p.m.
- **Yoga / Meditation** ★
- **Providence Everett Tour**

4:45 p.m. - 6:30 p.m.
Local Unit Council Meeting
Limited to Members represented by WSNA for Collective Bargaining

5:00 p.m. - 5:45 p.m.
Roundtable Dialogue Session for School Nurses
Facilitated small group discussion to identify key issues and potential needs whereby WSNA can provide support

5:45 p.m. - 6:30 p.m.
Roundtable Dialogue Session for Long-term Care Nurses ★
Facilitated small group discussion to identify key issues and potential needs whereby WSNA can provide support

6:30 p.m. - 8:30 p.m.
Wine & Cheese Networking Reception

7:00 p.m. - 8:00 p.m.
Meet the Candidates Forum

Thursday

MAY 2, 2013

7:30 a.m. - 9:00 a.m.
Registration / Breakfast

7:45 a.m. - 8:15 a.m.
Bylaws / Resolutions Committee
Limited to Committee Members

8:15 a.m. - 8:45 a.m.
"Finding Your Way at Convention"
Orientation for Students and New Attendees

9:00 a.m. - 10:15 a.m.
KEYNOTE: **ANA, Our Strong Voice for Nursing** ★
Marla Weston, PhD, RN, FAAN, ANA CEO

10:15 a.m. - 10:45 a.m.
Break

10:45 a.m. - 12:30 p.m.
- **General Assembly** - Session 1
  Limited to WSNA Members
- **Independent Study Sessions** ★
  (Optional)

12:30 p.m. - 1:30 p.m.
Lunch

1:30 p.m. - 3:30 p.m.
- **General Assembly** - Session 2
  Limited to WSNA Members
- **Independent Study Sessions** ★
  (Optional)

3:30 p.m. - 4:00 p.m.
Break

4:00 p.m. - 5:00 p.m.
KEYNOTE: **Reflections, Relevance & Revelations: The Past Informs the Future** ★
Panel of WSNA Past Presidents

5:00 p.m. - 5:45 p.m.
Heavy Hors d'oeuvres Reception

5:45 p.m. - 7:45 p.m.
WSNA Recognition Awards

Friday

MAY 3, 2013

7:30 a.m. - 8:30 a.m.
Registration / Breakfast

8:30 a.m. - 9:45 a.m.
KEYNOTE: **Pooling the Power of Goodness to Create Change** ★
Leah Curtin, ScD(h), MS, MA, RN, FAAN

9:45 a.m. - 10:15 a.m.
- **Break**
- **Poster Sessions**

10:15 a.m. - 11:15 a.m.
KEYNOTE: **From Silence to Voice** ★
Suzanne Gordon, Author & journalist

11:15 a.m. - 12:00 p.m.
PANEL: **Pathways for Tomorrow's Relevancy** ★
Facilitated by Leah Curtin ScD(h), MS, MA, RN, FAAN

12:00 p.m. - 1:15 p.m.
- **Lunch**
- **Poster Sessions**

1:15 p.m. - 2:15 p.m.
Concurrent Continuing Education
Session 1
- **QSEN Competencies: Redesigning the Preceptor Role for the Future** ★
  Elizabeth Mattox MS, ARNP
- **Using Health Information Technology to Transform Care** ★
  Pam Cipriano PhD, RN, FAAN, NEA-BC
- **Campaign for Patient Safety: WSNA's Legislative Agenda** ★
  Anne Tan Piazza, WSNA Assistant Executive Director of Governmental Affairs & Operations
- **Just Culture: The Necessary Environment for Safe Practice** ★
  Sally Watkins PhD, RN, WSNA Assistant Executive Director of Nursing Practice, Education & Research

2:15 p.m. - 2:30 p.m.
Break

2:30 p.m. - 3:30 p.m.
Concurrent Continuing Education
Session 2

- **QSEN Competencies: Redesigning the Preceptor Role for the Future** ★
  Elizabeth Mattox MS, ARNP
- **Using Health Information Technology to Transform Care** ★
  Pam Cipriano PhD, RN, FAAN, NEA-BC
- **Campaign for Patient Safety: WSNA's Legislative Agenda** ★
  Anne Tan Piazza, WSNA Assistant Executive Director of Governmental Affairs & Operations
- **Just Culture: The Necessary Environment for Safe Practice** ★
  Sally Watkins PhD, RN, WSNA Assistant Executive Director of Nursing Practice, Education & Research

3:30 p.m. - 3:45 p.m.
Break

3:45 p.m. - 4:45 p.m.
Roundtable Dialogue Session ★
Nurses in facilitated small groups will identify key issues and strategies to help guide WSNA priority-setting for the next two years

4:45 p.m. - 5:00 p.m.
Closing

6:30 p.m. - 8:30 p.m.
Welcome Reception for NSWS (Optional)

Bedside Manners
A Play by Suzanne Gordon

"Speed Mentoring" - in pursuit of a mentor!

Washington State Nurses Association CNEPP (OH-231, 9/1/2015) is an approved provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

★ Denotes Continuing Education Session

Registration

WASHINGTON STATE NURSES CONVENTION

Name _____ Credentials _____

Address _____

City _____ State _____ Zip _____ Phone Number _____

Employer _____ Personal Email Address _____

Member
- ☐ **$250 Full Convention**
- ☐ $125 Wednesday Only
- ☐ $125 Thursday Only
- ☐ $125 Friday Only

Non member
- ☐ **$300 Full Convention**
- ☐ $160 Wednesday Only
- ☐ $160 Thursday Only
- ☐ $160 Friday Only

Retired
- ☐ **$90 Full Convention**
- ☐ $39 Wednesday Only
- ☐ $39 Thursday Only
- ☐ $39 Friday Only

Student
- ☐ **$25 Full Convention**

School _____

☐ **$45 Awards Reception Only**

_____ **Total Fees**

PAYMENT

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

Card Number _____ Exp. Date _____

Cardholder Name _____ Cardholder Signature _____

CONTINUING EDUCATION SESSIONS

Friday attendees only. Select one class for each session.

Session 1
- ☐ QSEN Competencies
- ☐ Health Information Technology
- ☐ Campaign for Patient Safety
- ☐ Just Culture

Session 2
- ☐ QSEN Competencies
- ☐ Health Information Technology
- ☐ Campaign for Patient Safety
- ☐ Just Culture

Return this form by mail
Washington State Nurses Association
575 Andover Park West, Suite 101
Seattle, WA 98188

Or Fax
206.575.1908

✂ Detach here

WSNA Elections

Slate of Candidates

The WSNA and E&GW Nominations / Search Committees wish to thank all those who submitted consent-to-serve forms for elective office and to remind others that it is still not too late to become a candidate. Members who want to self-declare their candidacy for an elected office may still do so by submitting a Consent to Serve form prior to the General Assembly meeting on May 2, 2013. Consent forms are available at www.wsna.org or by calling WSNA. Nominations will also be taken from the floor of the General Assembly, and elections will take place by secret mail ballot shortly after the conclusion of the WSNA Convention.

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

WSNA Officers & Directors

PRESIDENT (1)

- Timothy R. Davis Dist 16, Mt. Vernon
- Susan E. Jacobson Dist 6, Yakima

VICE PRESIDENT (1)

- Jennifer A. Graves Dist 2, Seattle

SECRETARY / TREASURER (1)

- Judith A. Turner Dist 3, Fox Island

DIRECTORS-AT-LARGE (3)

- Sarah Bear Dist 16, Mt. Vernon
- Danielle Feist Dist 4, Spokane
- Susan K. Glass Dist 4, Spokane
- Verlee M. Sutherlin Dist 4, Nine Mile Falls
- Patricia DiEgidio Tobis Dist 2, Bellevue

DIRECTORS-AT-LARGE STAFF NURSE (2)

- Martha Goodall Dist 4, Mead
- Evelyn Street Dist 3, Olympia
- Ann M. Whitley Dist 6, Yakima

WSNA NOMINATIONS / SEARCH COMMITTEE (4)

- Pam Rimel Dist 6, Yakima
- Julia Weinberg Dist 16, Bow
- Rosa Young Dist 2, Seattle

Cabinet on Economic & General Welfare (10)

CHAIR & MEMBER OF BOARD OF DIRECTORS (1)

- Kathy Ormsby Dist 4, Spokane

VICE CHAIR (1)

- Julia Rose Barcott Dist 6, Yakima

SECRETARY / TREASURER (1)

- Lori Bethay Dist 6, Yakima

MEMBERS AT-LARGE (7)

- Martha "Marty" Avey Dist 4, Spokane
- Lori Bethay Dist 6, Yakima
- Barbara Bly Dist 9, Everett
- Patricia Bradley Dist 3, Tacoma
- Susan M. Jacobson Dist 3, Tacoma
- Cyndi Richter-Juarez Dist 2, Seattle
- Jane Hill-Littlejohn Dist 2, Shoreline
- Catherine Powers Dist 2, Edmonds
- Marce Turpin Dist 3, Olympia
- John Tweedy Dist 16, Camano Island

E&GW NOMINATING / SEARCH COMMITTEE (3)

- Jeanne Avey Dist 10, Longview
- Judi Lyons Dist 18, Ellensburg
- Jon Olson Dist 10, Longview
- Peggy Slider Dist 4, Spokane

Legislative and Health Policy Council (4)

CHAIR & MEMBER OF BOARD OF DIRECTORS (1)

- Edward Dolle Dist 17, Port Orchard
- Joni Hensley Dist 1, Everson

AT-LARGE (3)

- Justin Gill Dist 1, Blaine
- Angel Mathis Dist 2, Seattle
- Lynn Nelson Dist 13, Olympia
- Lynnette Vehrs Dist 4, Spokane
- Bobbi Woodward Dist 4, Spokane

Professional Nursing & Health Care Council (7)

CHAIR & MEMBER OF BOARD OF DIRECTORS

- Jeaux Rinehart Dist 2, Seattle

ADMINISTRATION (1)

- Kim Ward Dist 4, Spokane

AT-LARGE (1)

- Lisa Boettger Dist 16, Mt. Vernon
- Pamela Pasquale Dist 7, Wenatchee
- Bonnie B. Sandahl Dist 9, Lynnwood

EDUCATION (1)

- Heather Stephen-Selby Dist 2, Renton

ETHICS AND HUMAN RIGHTS (1)

- Muriel G. Softli Dist 2, Seattle

PRACTICE (1)

- Charles Cumiskey Dist 13, Olympia
- Louanne E. Housmann Dist 4, Spokane

RESEARCH (1)

- Antwinett O. Lee Dist 2, Lynnwood

ANA Membership Assembly 2013-2015

WSNA President and Vice President will serve as Delegates to the 2013 ANA Membership Assembly thru June 30, 2013. Two representatives shall be elected to serve as Delegates to the 2014 ANA Membership Assembly, and will take office July 1, 2013 and serve thru elections in 2015.

- Office of the President
- Kim Armstrong Dist 3, Ollala
- Martha "Marty" Avey Dist 4, Spokane
- Julia Rose Barcott Dist 6, Yakima
- Jan Bussert Dist 2, Vashon Island
- Lori Bethay Dist 6, Yakima
- Timothy R. Davis Dist 16, Mt. Vernon
- Martha Goodall Dist 4, Mead
- Tara Goode Dist 2, Everett
- Jennifer A. Graves Dist 2, Seattle
- Louanne E. Hausmann Dist 4, Spokane
- Susan E. Jacobson Dist 6, Yakima
- Mara Kieval Dist 2, Portland
- Catherine Powers Dist 2, Edmonds
- Muriel Softli Dist 2, Seattle
- Anita A. Stull Dist 2, Seattle
- David Trevino Dist 6, Toppenish
- Julia Weinberg Dist 16, Bow
- Terri Williams Dist. 2, Seattle

Director to NFN National Executive Board (1)

4-year term January 2014 - December 2018

- Jeanne Avey Dist 10, Longview
- Julia Rose Barcott Dist 6, Yakima
- Renata Bowlden Dist 3, Tacoma
- Edna P. Cortez Dist 2, Lynnwood
- Douglas Harper Dist 2, Mill Creek
- Catherine Powers Dist 2, Edmonds
- Brenda Shaw Dist 4, Spokane
- John Tweedy Dist 16, Camano Islandd
- Julia Weinberg Dist 16, Bow

Delegates to 2015 NFN National Federation Assembly (6)

- Jeanne Avey Dist 10, Longview
- Martha "Marty" Avey Dist 4, Spokane
- Lori Bethay Dist 6, Yakima
- Martha Goodall Dist 4, Mead
- Joni Hensley Dist 1, Everson
- Susan E. Jacobson Dist 6, Yakima
- Susan M. Jacobson Dist 3, Tacoma
- Jon Olson Dist 10, Longview
- John Tweedy Dist 16, Camano Island
- Ann M. Whitley Dist 6, Yakima
- Julia Weinberg Dist 16, Bow

Candidate Profiles

WSNA OFFICERS & DIRECTORS

President

Timothy R. Davis

District 16, Mount Vernon

Education: Associate Degree, Skagit Valley College; Baccalaureate Degree, University of Washington, Bothell; Masters Degree, University of Washington, Bothell. **Present Position:** Staff Nurse, Critical Care and Post Open Heart Surgery Unit, Providence Regional Medical Center, Everett. **Present Offices:** Member, WSNA Professional Nursing and Health Care Council; Chair, WSNA Occupational and Environmental Health and Safety Committee; WSNA Representative on WCN Board of Directors. **Past Offices:** Member of WSNA Cabinet on Economic and General Welfare; Chair of WSNA Cabinet on Economic and General Welfare; WSNA Vice President; Local Unit Grievance Officer; Delegate to UAN General Assembly; Member of UAN Board of Directors; Delegate to ANA House of Delegates. **Honors, Awards, Service:** WSNA Joanna Boatman Staff Nurse Leadership Award, Skagit Valley College Lewis Award; Member, American Association of Critical Care Nurses; Member, Sigma Theta Tau.

Candidate Statement:

"As President, I will continue in the footsteps of my predecessors by sustaining and advancing WSNA's prominence in state and national nursing matters. Over the past decade, at both the state and national level, I have participated in and led policy development and implementation from the collective bargaining, practice and legislative arenas. I am prepared and eager to be your next President, continuing the great work that WSNA is doing; advancing nursing to the next level through education and collaboration, navigating the challenges of health care reform.

My campaign slogan sums it up – 'Moving Forward with Tim'."

Susan E. Jacobson

District 6, Yakima

Education: Associate Degree, South Puget Sound Community College; Associate in Science/Associate in Arts, South Puget Sound Community College/Centralia Community College. **Present Position:** Staff RN/Charge RN-Critical Care, Yakima Regional Medical & Cardiac Center. **Present Offices:** Vice President, WSNA; President, WSNF; Member, WSNA Board of Directors; NFN Delegate; ANA Delegate; Member, District 6 Board of Directors; Co-Chair, Local Unit - Yakima Regional Medical & Cardiac Center; Chair, Practice Committee - Yakima Regional Medical & Cardiac Center; Member, Conference Committee - Yakima Regional Medical & Cardiac Center; Member, Negotiations Team - Yakima Regional Medical & Cardiac Center; Co-Chair, Safe Staffing Committee - Yakima Regional Medical & Cardiac Center; Ambassador - American Association of Critical Care Nurses; Member - American Association of Critical Care Nurses. **Past Offices:** Chair, Legislative & Health Policy Council - WSNA Member, WSNA Board of Directors; Member, WSNF Board of Trustees; Member, ANA Nominating Committee; Former UAN Assembly Delegate; Member, Negotiations Team - Yakima Regional Medical & Cardiac Center. **Honors, Awards, Service:** WSNA District 6 Excellence in Leadership Award; WSNA Cabinet on Economic and General Welfare Nurse Hero Award; Mentor, Yakima Valley Community College Nursing School students; Mentor, ICNE Nursing School students; Leadership Mentor, Yakima Valley Community College student; Nursing Leadership Mentor; Advisor–West Valley High School Color Guard/Marching Band; Band Camp Nurse - West Valley High School Marching Band/Color Guard Camp; Panelist Judge - Senior Exit Project Presentations for West Valley High School; Advisor - West Valley Junior High School Color Guard/Marching Band; Tutor - LaSalle High School Freshman/Sophomore student.

Candidate Statement:

"I believe that now is the time for all of us as nurses to come together with one strong voice to change our destiny as healthcare providers. As nurses, we are the front line of defense for our patients, as well as a powerful driving force in creating a better healthcare system today. Together, I believe we can find the solutions, building upon our strong foundation as the Washington State Nurses Association, bringing together the vast experiences, knowledge, and wisdom of the nursing force that is within each one of us. I am ready to take on the leadership role as President of WSNA, and with your support, I believe that the possibilities are limitless! I bring my 28 years of experience as a bedside nurse in Critical Care, as well as my many years of leadership experience to this position. I am committed to work with you collaboratively, to make WSNA relative to each member, and to continue gathering our many voices as one mighty voice! Together, I believe we can do great things as WSNA, and for nursing! Get involved. YOU are WSNA – SEIZE THE MOMENT!"

Vice-President

Jennifer A. Graves

District 2, Seattle

Education: Baccalaureate, Bachelor of Science in Nursing, University of Portland; Masters of Science, University of Portland; Certificate in Human Resources Management, University of Washington. **Present Position:** Chief Executive and Nurse Executive, Swedish Medical Center/Ballard. **Present Offices:** Director-At-Large, WSNA Board of Directors; Chair, WSNA Convention Planning Committee; WSNF Vice President. **Past Offices:** Director-at-Large, WSNA Board of Directors; Co-Chair of WSNA Convention Planning Committee; Continuing Education Approval

and Recognition Program (CEARP) Committee; KCNA District President, Vice President, Member-at-Large. **Honors, Awards, Service:** ANA, WSNA, KCNA, Sigma Theta Tau International, American Organization of Nurse Executives, NW Organization of Nurse Executives.

Candidate Statement:

"As a Registered Nurse in the state of Washington for 25 years, I have relied on the information and advocacy provided by WSNA to assist me in making critical decisions about my professional practice. It is my commitment during the coming years to give back to the organization that has contributed so much to me, to represent my colleagues in this state with great energy and integrity, and to work with WSNA to successfully collaborate with other health care groups to position nursing for a bright future. Thank you for considering me for your vote."

Secretary/Treasurer

Judy A. Turner

District 3, Fox Island

Education: Associate Degree in Nursing, Olympic College. **Present Position:** Staff Nurse, Multicare Health Systems. **Present Offices:** WSNA Finance Committee Member; Local Unit Treasurer. **Past Offices:** WSNA Board of Directors; Member of Cabinet on Economic and General Welfare, WSNA Finance Committee; WSNA Nominations/Search Committee; ANA Delegate.

Candidate Statement:

"Although 'retired' will be my main occupation, I am not ready to retire from WSNA and my professional activities."

Directors At-Large

Sara Bear

District 16, Mt. Vernon

Education: Masters. **Present Position:** Director, RN to BSN, Seattle Pacific University. **Honors, Awards, Service:** ANA, WSNA, STTI, AACN; Personal Interests include leadership, nursing education, student retention.

Danielle Feist

District 4, Spokane

Education: Baccalaureate, Montana State University. **Present Position:** Case Manager, Holy Family Hospital.

Verlee 'Vee' Sutherlin

District 4, Nine Mile Falls

Education: Diploma, Deaconess Hospital School of Nursing; Baccalaureate, Whitworth College; Masters: MEd, Gonzaga University, MSN, University of Portland. **Present Position:** Staff Nurse, Peds After Hours, Sacred Heart Medical Center. **Present Offices:** WSNA Secretary/Treasurer. **Past Offices:** WSNA Board of Directors, WSNA Finance Committee, WSNA Cabinet on Nursing Practice and Education; District Board of Directors, District Treasurer. **Honors, Awards, Service:** Inland Empire Nurses Association Outstanding Nurse of the Year.

Candidate Statement:

"I am a candidate for a Director-at-Large position on the WSNA Board and would appreciate your vote. It has been my privilege and responsibility to serve as your current Secretary/Treasurer. I a proud of the work our board has done over the past two years during a time when there have been many changes in the labor and health care environment. My background as a staff nurse, nurse educator and administrator, provides me with the skills to participate in board deliberations and decisions that will sustain the future stability of WSNA in Washington as well as nationally. I hope you will support me in my desire to continue representing you as a member of the WSNA Board. Thank you for your vote."

Patricia DiEgidio Tobis

District 2, Bellevue

Education: Masters, University of Washington School of Nursing. **Present Position:** Complex Care Nurse, Group Health Cooperative. **Present Offices:** WSNA Board of Directors. **Past Offices:** WSNA Second Vice President and Board Member; PAC Board of Trustees, Legislative and Health Policy Council, Co-Local Unit Chair, Swedish Hospital; King County Nurses Association Board of Directors. **Honors, Awards, Service:** King County Nurses Association Excellence in Nursing Award 1982; KIXI Nurse of the Day Award, 1982.

Candidate Statement:

"It has been my honor to serve as a WSNA Board member for the past two years. I believe that if re-elected, I can continue to serve the membership well. My past experience within WSNA at various levels and my tenure as a RN, will serve our current members well. WSNA remains the premier nurses association because nurses represent nurses. Please consider me for re-election to the WSNA Board of Directors. Thank you."

Director-At-Large, Staff Nurse

Martha Goodall

District 4, Mead

Education: Associate Degree, Spokane Community College. **Present Position:** Staff Nurse, ICU, Holy Family Hospital. **Present Offices:** WSNA Nominations/Search Committee, Local Unit Chair, District Treasurer. **Past Offices:** Cabinet on Economic and General Welfare, Local Unit Chair, District Treasurer. **Honors, Awards, Service:** Holy Family Employee of the Year–Collaboration; Member of WSNA, ANA.

Evelyn Street

District 3, Olympia

Education: Associate Degree, Tacoma Community College. **Present Position:** Staff Nurse, Capital Medical Center. **Present Offices:** District Present,

Pierce County Nurses Association. **Past Offices:** Cabinet on Economic and General Welfare, Local Unit Officer Co-Chair, District Board of Directors and District President, ANA Delegate.

Candidate Statement:

"I have been a member of WSNA since 2001. I have been involved in my local unit, my district and have been a member of the Cabinet on Economic and General Welfare. I have been a delegate to ANA twice. Staying involved in WSNA is important. As a nurse, I feel it is vital to give back to my professional community to help other nurses to succeed. I look forward to continuing to be involved so I may help advocate for quality health care as well as promote high standards for the nursing profession."

Ann M. Whitley

District 6, Yakima

Education: Baccalaureate, Pacific Lutheran University. **Present Position:** Charge Nurse, ICU, Yakima Regional Medical Center. **Present Offices:** WSNA Board of Directors, Local Unit Grievance Officer. **Past Offices:** Local Unit Chair. **Honors, Awards, Service:** Staff Nurse Leadership Award; AACN, WSNA, ANA professional memberships; Interests in Leadership, Staff Nurse Education.

Candidate Statement:

"These are very exciting times at WSNA. Many new changes have occurred and I've enjoyed being a part of it. I would appreciate the opportunity to continue in this role. As a staff nurse at the bedside of our most critical patients, I am very aware of the needs of Washington State Nurses. I ask for your vote to be your staff nurse voice on our Board of Directors."

WSNA NOMINATIONS / SEARCH COMMITTEE

Jean D. Pfeifer

District 7, Tonasket

Education: Baccalaureate, Seattle Washington. **Present Position:** Retired. **Present Offices:** WSNA Nominations/Search Committee. **Past Offices:** WSNA Board of Directors Vice President and Treasurer; Local Unit Chair, Local Unit Grievance Officer. **Honors, Awards, Service:** Economic and General Welfare Emeritus Award, Economic and General Welfare Local Unit Leadership Award.

Pamela O. Rimel

District 6, Yakima

Education: Associate Degree, Yakima Valley Community College; Bachelor's Degree in Business from City University. **Present Position:** Leave of Absence.

Candidate Statement:

"Nurses are the voice for patient care, health care, and their profession. WSNA speaks for the profession of nursing."

Julia Weinberg

District 16, Bow

Education: Associate Degree, Everett Community College. **Present Position:** Staff Nurse, Post Anesthesia Care Unit, Skagit Valley Hospital. **Present Offices:** WSNA President, PAC Board of Trustees, WSNF Foundation Board of Trustees, Delegate to 2013 ANA Delegate Membership Assembly, NFN Board Member. **Past Offices:** WSNA President, Vice Chair of Cabinet on Economic and General Welfare, Local Unit Co-Chair, District President; ANA Delegate. **Honors, Awards, Service:** March of Dimes 2012 Distinguished Nurse of the Year Award; WSNA Cabinet Leadership Award, Local Unit Negotiating Team Award, WSNA Cabinet Leadership Award Outstanding Chairperson; Joanna Boatman Staff Nurse Leadership Award, WSNA Cabinet Internal Organizing Award.

Candidate Statement:

"March! There are no bunkers, no sidelines for nursing today. We find ourselves the center of attention. As the government and corporate America fight escalating health care costs, AIDS is wreaking havoc and technology swells unchecked. Underpaid, overworked and overstressed nurses are in the midst of a conflagration. Nursing is in greater demand than ever before.

Remember Scutari. We must organize, unite, go on the offensive.

By: Margretta Styles, 1988"

Rosa Young

District 2, Seattle

Education: Baccalaureate and Masters, Seattle University; Non-nursing degree, Seattle University. **Present Position:** Retired from VA Puget Sound Health Care System; seasonal employment giving flu shots, ScreenPointe, Tess Steward. **Honors, Awards, Service:** Sigma Theta Tau, Lt. Col. United States Air Force Reserve-Retired, Membership in WSNA, KCNA, MMPNO, USAFR Officer Association, NW Kidney Centers Planning Health Fest Committee, American Heart Association volunteer "Get To Goal" Blood Pressure Monitoring Program, Vice President, Health and Wellness Ministry at First AME Church.

Candidate Statement:

"I am interested and excited about being selected for a candidate, and I am patiently looking forward to serving in the capacity of WSNA Nominations/Search Committee Member, and I anticipate complete satisfaction in the role. I believe I meet the qualifications for this role/position, and I am looking forward to serving if selected.

"I believe my diverse work experience and education provide a perfect foundation to tackle the issues faced by a Nominations/Search Committee member. I am drawn to the challenges I will find in this role and I welcome the challenges and the personal growth that come with this position. My background in administration and the Armed Forces will bring a unique perspective to this position It is through deep personal reflection that I have decided that a member serving

on the Nominations/Search Committee is a natural extension of my training, personality, and talent."

CABINET ON ECONOMIC & GENERAL WELFARE

Chair and Member of WSNA Board of Directors

Kathy Ormsby
District 4, Spokane

Education: Baccalaureate, Washington State University College of Nursing; Masters, Washington State University College of Nursing. **Present Position:** ARNP, Riverstone Family Health, RN Staff Nurse, Providence Sacred Heart Hospital, Spokane. **Present Offices:** Chair of WSNA Cabinet on Economic and General Welfare, WSNA Board of Directors; NFN National Advisory Board Member; **Past Offices:** Vice Chair of Cabinet on Economic and General Welfare, Cabinet Member, Co-Chair of Sacred Heart Medical Center Local Unit, NFN Executive Board Member. **Honors, Awards, Service:** Sigma Theta Tau Nursing Honor Society Undergraduate and Graduate; Staff Nurse Excellence Award.

Vice-Chair

Julia Barcott
District 6, Yakima

Secretary/Treasurer

Pamela Newsom
District 2, Seattle

Education: Baccalaureate, University of Northern Colorado. **Present Position:** RN, Northwest Hospital and Medical Center. **Present Offices:** Co-Chair, WSNA Cabinet on Economic and General Welfare, King County Nurses Association Board of Directors. **Past Offices:** Member of Cabinet on Economic and General Welfare, Local Unit Chair, District President. **Honors, Awards, Service:** Outstanding Local Unit Chair, Outstanding Negotiation Team, Joanna Boatman Staff Nurse Award.

Candidate Statement:

"Our jobs as nurses have never been as important as now. I have 39 years of bedside nursing along with 20 years of WSNA leadership behind me. I would love to be on the Cabinet as Secretary/Treasurer and use my skills to work making your job as a bedside nurse safe with the tools and management support."

Members-At-Large

Martha "Marty" Avey
District 4, Spokane

Education: Diploma, St. Patrick School of Nursing. **Present Position:** Staff Nurse Critical Care, Sacred Heart Medical Center. **Present Offices:** Local Unit Co-Chair, Sacred Heart Medical Center; NFN National Executive Board. **Past Offices:** Chair of Cabinet on Economic and General Welfare and Member of WSNA Board of Directors, Member of Cabinet on Economic and General Welfare, Co-Local Unit Chair, Local Unit Member at Large, Chair of Local Unit Nurse Practice Committee, District President, District President- elect, District Staff Nurse Representative, NFN National Executive Board of Directors, NFN National Advisory Board, Co-Chair of Staff Nurse Caucus. **Honors, Awards, Service:** Chair Award, Best Negotiating Team Award, Adversity Award, Leadership in Nursing Award, Membership in ANA, WSNA, NFN, ACCN, Spokane Central Labor Council Delegate.

Candidate Statement:

"Nursing today is challenging and ever changing. We as nurses need a place at the table to promote the safety and care of our patients and also for the nurses safety. I am running for the Cabinet in hopes of helping staff nurses and the Association achieve this. I would appreciate your support and vote."

Lori Bethay
District 6, Yakima

Education: Associate Degree, Yakima Valley Community College, Baccalaureate, Washington State University; **Present Position:** Charge Nurse on CVTU Unit, Yakima Regional Medical Center. **Present Offices:** Cabinet on Economic and General Welfare. Past Positions: Local Unit Chair, Vice-Chair. **Honors, Awards, Service:** Nurse of the Quarter, District Excellence in Nursing Golden Acorn; Distinguished Student Award at Yakima Valley Community College; current membership in AACN, WSNA, ANA.

Patricia Bradley
District 3, Tacoma

Education: Associate Degree, Pierce College Associates in Arts and Science, Baccalaureate, Pacific Lutheran University. **Present Position:** Staff Nurse, Multicare Health System, Tacoma General Hospital. **Honors, Awards, Service:** American Nurses Association, Advocating for Nurses both at work and personally, Pierce County Medical Reserve Corps.

Candidate Statement:

"I came to nursing later in life, with the essential life experiences element fully honed. As such, I am afforded the time and energy to focus on nursing; as craft, as a profession, and as the perfect balance between science and art. I am passionate about nursing. Thus, I am passionate about nurses. If chosen to serve, I will do my very best to advocate for the nurses represented by WSNA."

Barbara J. Bly
District 9, Everett

Education: Associate Degree, Everett Community College; Baccalaureate, Seattle University. **Present Position:** Lead public health nurse, WIC/First Steps Clinic, Snohomish Health District. **Present Offices:** Local Unit Chair, Snohomish Health District. **Past Offices:** Local Unit Chair, Secretary/Treasurer, Nego-

tiations Team. **Honors, Awards, Service:** WSNA Member since 1979; Sigma Theta Tau Member since 1978; ANCC Board Certification as a Community Health Nurse; WSNA Outstanding Local Unit Chair Award.

Candidate Statement:

"Public Health is the foundation of our health care system and has been under attack due to eroding City, State and Federal funding. Traditional public health services are becoming scarcer with the present "Agenda for Change" emphasizing the prevention of communicable diseases and their health threats, fostering of healthy communities and environments, and partnering with the health care system to outsource traditional public health services.

"Many public health nursing positions have been eliminated across the state of Washington as this new focus of public health priorities is set into motion.

"As a Cabinet member, I would like to advocate for continued nursing services in public health. Nurses have the education, knowledge and compassion to provide health assessment, preventative health education, and resources referral to our community members."

Susan M. Jacobson

District 3, Tacoma

Education: Associate Degree; **Present Position:** Staff Nurse, St. Clare Hospital; **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 Co-Chair, District President for two terms, District Secretary, District Board. **Honors, Awards, Service:** PCNA Nurse of the Year in 2002, Joanna Boatman Staff Nurse Leadership Award in 2005.

Cyndie Richter-Juarez

District 2, Seattle

Education: Masters, University of Washington. **Present Position:** Airlift Northwest/Seattle Children's Hospital Pediatric Specialist; Part-time Instructor, University of Washington School of Nursing. **Present Offices:** Local Unit Secretary and Treasurer, Seattle Children's. **Honors, Awards, Service:** Memberships in WSNA, ANA, AACN, ASTNA; Interests in Critical Care Pediatrics; Air Transport; Community Involvement includes PTA President for six years.

Candidate Statement:

"Nurses make a difference and change lives. With the current focus on economics and health care efficiency, nursing is being looked to do more with less. We must provide safe and compassionate care, and continue to take a lead as strong patient advocates."

Jane Hill-Littlejohn

District 2, Shoreline

Education: Baccalaureate, Seattle University. **Present Position:** Staff Nurse, Rapid Response Team, Virginia Mason Medical Center. **Present Offices:** Member, Cabinet on Economic and General Welfare; Local Unit Chair and Fill-In Grievance Officer. **Past Offices:** Local Unit Chair. **Honors, Awards, Service:** Negotiations Team Award, Member of WSDNA, AACN, KCNA; Interest in safety in home, community and hospital, interest in disaster and emergency preparedness.

Candidate Statement:

"'We ourselves feel that what we are doing is just a drop in the ocean. But the ocean would be less because of that missing drop.' – Mother Theresa

WSNA is a great organization which supports the greater good of nursing. I would like the opportunity to serve you and the greater good of nursing on the Cabinet on Economic and General Welfare. I am one of those drops in the ocean and I would serve you well."

Catherine Powers

District 2, Edmonds

Education: Baccalaureate, Seattle University. **Present Position:** Staff Nurse, Critical Care, Northwest Hospital Medical Center. **Present Offices:** Local Unit Chair. **Past Offices:** Local Unit Co-Chair. **Honors, Awards, Service:** Daisy Award Nominee, Membership in WSNA, AACN, CCRN, KCNA, MTS-AACN.

Candidate Statement:

"I am inspired by those with whom I work on a daily basis and those who work behind the scenes to promote the profession of nursing. WSNA has provided another aspect of the nursing profession for me that has allowed me to grow in my practice and support others. I would be honored and consider it a privilege to serve on the Cabinet on Economic and General Welfare."

Marce Turpin

District 3, Olympia

Education: Baccalaureate, Grand Canyon University. **Present Position:** Staff Nurse, Multicare Health Organization. **Present Offices:** Local Unit Grievance Officer. **Past Offices:** Negotiations Team Member. **Honors, Awards, Service:** Med-Surg. Certificate, SGNA (GI) Certification, Member of ANCC.

Candidate Statement:

"I want to get involved to learn and to strive for the best for fellow nurses."

John Tweedy

District 16, Camano Island

Education: Associate Degree, Skagit Valley Hospital, Mount Vernon. **Present Position:** Staff Nurse, Skagit Valley Hospital. **Present Offices:** Cabinet on Economic and General Welfare. **Past Offices:** Cabinet on Economic and General Welfare, Local Unit Chair, Skagit Valley Hospital. **Honors, Awards, Service:** WSNA Outstanding Local Unit Chair; WSNA Outstanding Grievance Officer.

ECONOMIC & GENERAL WELFARE NOMINATING / SEARCH COMMITTEE

Jeanne Avey

District 10, Longview

Education: Diploma, St. Patrick's School of Nursing. **Present Position:** Staff Nurse, ICU, Relief Charge, PeaceHealth Lower Columbia - St. John's Hospital, Longview. **Present Offices:** Local Unit Chair, NFN Executive Board, ANA Delegate. **Past Offices:** WSNA Board of Directors, Chair of Cabinet on Economic and General Welfare, Member of Cabinet on Economic and General Welfare. **Honors, Awards, Service:** Local Unit Chair Award, Joanna Boatman Staff Nurse Leadership Award; Memberships in WSNA, ANA, AACN, interest in CCU nursing, representing RNs and enforcing contracts.

Candidate Statement:

"I have been a staff nurse for 34 years. I love taking care of my patients and their families, but sometimes that is not easy, especially when staffing has been cut. Also, it is not easy to do the work we do without the support we need. I have been a strong advocate for safe staffing, for continuing education, and also to not be bullied. I help to form the NFN because I felt it was the right thing for the staff nurse, and I am asking for your support for another term to continue to work for the staff nurses as a National Executive Board Member."

Judi Lyons

District 18, Ellensburg

Education: Associate Degree, Yakima Valley College. **Present Position:** Staff Nurse, Kittitas Valley Community Hospital, Ellensburg. **Present Offices:** WSNA Board of Directors; Local Unit Secretary; District President. **Past Offices:** WSNA President; WSNA Board of Directors; Cabinet on Economic and General Welfare; AORN

Jon Olson

District 10, Kelso

Education: Associate Degree, Nursing, Lower Columbia College. **Present Position:** Designated Charge Nurse, Emergency Dept., St. John's, Longview. **Present Offices:** Economic and General Welfare Nominating/Search Committee. **Past Offices:** PAC Board of Trustees; Local Unit Vice Chair/Chair Pro Tem. **Honors, Awards, Service:** ANA House of Delegates, ENA House of Delegates, Membership in WSNA, ANA, ENA, CEN.

Peggy Slider

District 4, Spokane

Education: Masters in Nursing Leadership and Management, Regis University. **Present Position:** Public Health Nurse, Spokane Regional Health District. **Present Offices:** Cabinet on Economic and General Welfare, Local Unit Chair, District 4 Board of Directors. **Past Offices:** Cabinet on Economic and General Welfare, Local Unit Chair, District 4 Board of Directors. **Honors, Awards, Service:** Membership in WSNA, WSPHA, STT, Interest in public health, public health nursing, ACES.

Candidate Statement:

"It has been an honor to serve WSNA. It would a continued honor to serve on the Nominating/Search Committee."

LEGISLATIVE & HEALTH POLICY COUNCIL

Chair and Member of WSNA Board of Directors

Edward Dolle

District 17, Port Orchard

Education: Associate Degree, Olympic College. **Present Position:** Education and Training Director, Extended Care. **Present Offices:** Chair of Legislative and Health Policy Council, Member of WSNA Board of Directors. **Past Offices:** WSNA Board of Directors, PAC Board of Trustees. **Honors, Awards, Service:** Red Cross, Medical Reserve Corps.

Candidate Statement:

"I have volunteered for WSNA leadership positions because I have seen the powerful results this organization has achieved. I would like to continue to serve my organization."

Joni Hensley

District 1, Everson

Education: Baccalaureate, Washington State University; Western Washington University, Environmental Science; **Present Position:** Public Health Supervisor, Whatcom County Health Department. **Present Offices:** Local Unit Grievance Officer; **Past Offices:** Local Unit Chairholder, District Treasurer. **Honors, Awards, Service:** Luminary Award for Lead Study; Member of Washington State Public Health Association; Interest in Environmental Health Issues.

Candidate Statement:

"I have really enjoyed serving on the PAC Board of Trustees and most recently, the Legislative and Health Policy Council. Advocating for nurses in Olympia and assisting in the development of legislative policy platforms have been highlights in my professional career."

Members At-Large

Justin Gill

District 1, Blaine

Education: Associate Degree, Whatcom Community College; Baccalaureate in progress, University of Washington RN-BSN Program. Present Position; RN, Cardiovascular Unit, PeaceHealth St. Joseph Medical Center. **Past Offices:** Vice President, Nursing Students of Washington State. **Honors, Awards, Service:** Recipient of Whatcom Community College President's Award; Vice President of Nursing Students of Washington State; Former

Congressional Intern for Congressman Jerry McNerney, CA-11; Interests in Public Health, Public Health Policy, Politics, Professionalism in Nursing.

Candidate Statement:

"As a passionate WSNA member, former congressional intern, and former NSWS Vice-President, I feel that the legislative process and health policy are inseparable from the profession of nursing. Nurses must be active and present public members at the table with issues related to health care and patients. I have always had deep convictions about the legislative and political process. More importantly, I am passionate about ensuring that these institutions protect patients and concept of health promotion."

Angel Mathis

District 2, Seattle

Education: MN, MPH, University of Washington. **Present Position:** Family Nurse Practitioner, Country Doctor Community Health; Researcher, Group Health Research Institute. **Present Offices:** WSNA Legislative and Health Policy Council Member; King County Nurses Association District 2 Member-at-Large; American Advocacy Institute Fellow. **Honors, Awards, Service:** Health Through Immunizations Award; Puget Sound Nurse Practitioner Association Membership; interested in reducing health inequities; immunization research.

Candidate Statement:

"My training in public health coupled with my nursing expertise makes me a good candidate to represent nurses at the state and national level."

Lynnette Vehrs

District 4, Spokane

Education: Masters, Washington State University. Present Position; Nursing Instructor, Washington State University. **Present Offices:** WSNA Legislative and Health Policy Council, District Board of Directors. **Past Offices:** Local Unit Co-Chair of Conference Committee, Sacred Heart Medical Center; Member of Legislative and Health Policy Council. **Honors, Awards, Service:** Undergraduate Faculty Award form Spokane Teachers Credit Union; Member of Sigma Theta Tau, Washington Public Health Association; Interest in Healthcare Policy.

Candidate Statement:

"Registered Nurses are best advocating for our profession and the people we care for. It is essential that we are involved in healthcare policy and legislative activities. If we don't – no one will!"

Bobbi Woodward

District 4, Spokane

Education: Associate Degree, Spokane Community College, Baccalaureate, Washington State University; Masters, currently enrolled in Washington State University. **Present Position:** Registered Nurse, Avail Home Health. **Present Offices:** President-elect, Inland Empire Nurses Association. **Past Offices:** District Secretary; District Director At-Large. **Honors, Awards, Service:** Inland Empire Nurses Association Scholarship Recipient; Member of Nurse Practitioner Group of Spokane, American Academy of Nurse Practitioners; Interests include public health legislative issues, political activism, National Nursing Centers Consortium (NNCC).

PROFESSIONAL NURSING & HEALTH CARE COUNCIL

Chair and Member of WSNA Board of Directors

Jeaux Rinehart

District 2, Seattle

Education: Associate Degree, Riverside City College. **Present Position:** Infection Control/?, and Employee Health Nurse. **Present Offices:** Chair, Professional Nursing and Health Care Council. **Past Offices:** Chair, WSNA Disaster and Emergency Preparedness Committee; Member, Professional Nursing and Health Care Council, Chair, Hearing Panel; Local Unit Chair, Virginia Mason Hospital. Awards, Honors Service: Member of Emergency Nurses Association, ICN Education Council.

Candidate Statement:

"Professional Nursing is the backbone to health care. Through commitment to nursing, education and professional standards, nurses will become more autonomous and respected. Nurses must take action to guide our future by joining together and giving our profession movement and advancement."

Administration

Kim Ward

District 4, Spokane

Education: Baccalaureate, Montana State University; Masters, Gonzaga University. **Present Position:** Director, Oncology, Rockwood Health System. **Present Offices:** Member of WSNA Professional Nursing and Health Care Council. **Past Offices:** District Board of Directors. **Honors, Awards, Service:** Member of WSNA; Board Member of Cancer Patient Care, a non-profit support for low-income cancer patients.

Candidate Statement:

"I have enjoyed being a part of WSNA's working body. I am inspired by the membership's intelligence and commitment to making nursing the difference in quality health care."

Member At-Large

Lisa Boettger

District 16, Mount Vernon

Education: Association Degree, Skagit Valley College, currently enrolled in University of Washington School of Nursing RN-BSN Program. **Present**

Position: Admission and Wound Nurse Manager, Lifecare Center, Skagit Valley. **Present Offices:** Member of Professional Nursing and Health Care Council. **Honors, Awards, Service:** WSNA and other scholarship awards; UW New Leadership Institute; interested in advocating for nurses, the nursing profession, and better patient care through education.

Candidate Statement:

"I am new to the profession of nursing just graduating a little over a year ago. The area of nursing I currently work in is Long Term Care/ Skilled Nursing, and what I immediately noticed when I began to work there is that this is a population of nurses who have little to no representation or advocates as practicing nurses. Many of the nurses I work with are long time LPNs and as LPNs they are not qualified to join the WSNA. The facilities often hire RNs, however, many of the RNs that take a position then leave as soon as they gain experience and find employment elsewhere. The reason that RNs do not choose to stay in LTC/SNF is poor working conditions, lack of support as a nurse professional, and low monetary compensation. The reason why LPNs work in LTC/SNF is mostly because this is primarily the only nursing position available to them. As many hospitals in Washington state no longer hire LPNs, this has worked to the advantage of owners of LTC/SNF who understand that LPNs have no place else to go. Likewise as the jobs available to LPNs disappear, so will the LPNs, and in time LTC/SNF will be staffed with RNs. As the older population begins to explode, many of these patients will eventually admit to LTC/SNF for rehabilitation services. As it stands now at least where I am employed, our facility has also become more sub-acute care as hospitals are discharging patients earlier. I believe it would be forward thinking to begin now to embrace the nurses who work in LTC/SNF. As part of the PNHCC I would like to explore how to make this possible."

Pamela Pasquale

District 7, Wenatchee

Education: Associate Degree, Everett Community College; non-nursing education, Evergreen State College; Masters Degree, University of Washington School of Nursing. **Present Position:** RN Trainer, health care aide, Invista Solutions/SEIU, and self-employed contractor. **Present Offices:** Member of Professional Nursing and Health Care Council. **Past Offices:** WSNA Board of Directors, President of Snohomish County Nurses Association. **Honors, Awards, Service:** Interested in gerontology, education and training for entry level health care workers, community based care.

Candidate Statement:

"Long Term Care and Community Nursing needs a voice to assist WSNA to broaden our understanding of the contributions that these nurses provide to our health care continuum. As registered nurse practice evolves with our health care delivery system, I hope to use my experience to create strategies for WSNA to reach out to become more knowledgeable and supportive to those taking care of our older adults and disabled populations. I hope to continue my work in LTC issues on the Professional Nursing and Health Care Council."

Bonnie B. Sandahl

District 9, Lynnwood

Education: Masters, University of Washington. **Present Position:** Substitute, Seattle Public Schools. **Present Offices:** Member of Professional Nursing and Health Care Council. **Honors, Awards, Service:** King County Nurses Association Nurse of the Year Award.

Education

Heather Stephen-Selby

District 2, Renton

Education: Diploma, Vancouver General Hospital; Baccalaureate, University of British Columbia; Masters, Seattle University. **Present Position:** Dean, Nursing and Allied Health, Renton Technical College. **Present Offices:** Member of Professional Nursing and Health Care Council; Chair of Disaster and Emergency Preparedness Committee. **Honors, Awards, Service:** Renton Technical College Employee of Quarter; WSNA Ethics Award; Independent College Life Care Scholarship; WLN Scholarship, Outstanding Achievement Award; Member of WSNA and Sigma Theta Tau.

Candidate Statement:

"I believe increasing my commitment benefits my professional growth and my college as WSNA continues to grow and become a leader in shaping the future of nursing in Washington State. As Dean of both nursing and allied health, I bring a unique perspective on where different disciplines and industry partnerships can interface and grow with our organization. My current position at Renton Technical College also allows me to share some higher level policy changes, initiatives, and trends with the leadership groups that may assist in continuing to shape nursing well into the future. I have a tremendous amount of experience with various statewide committees, councils, an have been an advocate in development of statewide clinical placement for several years along with holding the position as the chair for the Nursing Clinical Placement District 1.

I possess strong leadership, organizational and attention to detail – skills which would be an asset to this position.

Ethics & Human Rights

Muriel G. Softli

District 2, Seattle

Education: Diploma, Sacramento City College, Associate Degree, Sacramento City College, Baccalaureate, University of Washington, Masters, University of Washington. **Present Position:** Retired School Nurse.

Practice

Charles Cumiskey

District 13, Olympia

Education: Diploma, Good Samaritan School of Nursing, Baccalaureate, St. Martin's College, Lacey, MBA, University of Washington-Tacoma. Previous Offices: PAC Board of Trustees. **Honors, Awards, Service:** U.S. Army Reserve; Interested in Patient Safety.

Louanne E. Hausmann

District 4, Spokane

Education: Associate Degree, Central Texas College, Killeen, TX, Baccalaureate, Incarnate Word College, San Antonio, TX, Masters in Public Administration, Midwestern State University, Wichita Falls, TX. **Present Position:** Nursing Supervisor, Spokane Veterans Affairs Medical Center. **Present Offices:** Member of Professional Nursing and Health Care Council, Member of WSNA CEARP Committee. **Past Offices:** District President, District Vice-President. **Honors, Awards, Service:** AACCN - Ambassador & Volunteer; Society of Critical Care Medicine; Interested in electronic Medical Records, professional certification, professional continuing education, legislation/policy.

Candidate Statement:

"Joining a professional organization should mean more than a membership card or an annotation in your proficiency. Membership brings incredible networking and learning opportunities as well as the power and support to affect positive change. As the primary drivers of health care, it is incumbent upon nurses to be leading the way to these positive changes."

Research

Antwinett O. Lee

District 2, Lynnwood

Education: Masters, Seattle University. **Present Position:** Home Health Nurse Manager, Group Health. **Present Offices:** Member of Professional Nursing and Health Care Council. **Honors, Awards, Service:** KCNA Shining Star; STTI, MMPNO, KCNA, WSNA; interested in mentoring, leadership development.

Candidate Statement:

"I want to serve on the PNHCC because I believe the future of nursing is all of us. Our actions, words, and thoughts today shape the face of nursing for tomorrow. We all have a part to play in the success and sustainability of our profession."

ANA MEMBERSHIP ASSEMBLY 2013-2015

WSNA President and Vice President will serve as Delegates to the 2013 ANA Membership Assembly thru June 30, 2013. Two representatives, one of whom shall be the President and one to be elected, will serve as Delegates to the 2014 ANA Membership Assembly, and will take office July 1, 2013 and serve thru elections in 2015.

- Kim Armstrong, Dist. 3, Olalla
- Martha "Marty" Avey, Dist 4, Spokane
- Timothy R. Davis, Dist.16, Mt. Vernon
- Martha Goodall, Dist. 4, Mead
- Jennifer A. Graves, Dist. 2, Seattle
- Susan E. Jacobson, Dist. 6, Yakima
- Pamela Newsom, Dist. 2, Seattle
- Anita A. Stull, Dist. 2, Seattle
- Julia Weinberg, Dist. 16, Bow

DIRECTOR TO NFN NATIONAL EXECUTIVE BOARD (1)

4-year term January 2014 - December 2018

- Jeanne Avey, Dist. 10, Longview
- John Tweedy, Dist. 16, Camano Island
- Julia Weinberg, Dist. 16, Bow

DELEGATES TO 2015 NFN NATIONAL FEDERATION ASSEMBLY (6)

- Jeanne Avey, Dist. 10, Longview
- Martha "Marty" Avey, Dist. 4, Spokane
- Lori Bethay, Dist. 6, Yakima
- Martha Goodall, Dist. 4, Mead
- Joni Hensley, Dist. 1, Everson
- Susan E. Jacobson, Dist. 6, Yakima
- Susan M. Jacobson, Dist. 3, Tacoma
- Jon Olson, Dist. 10, Longview
- John Tweedy, Dist. 16, Camano Island
- Ann M. Whitley, Dist. 6, Yakima
- Julia Weinberg, Dist. 16, Bow

Call for WSNA Council / Committee Appointments

The WSNA Nominations / Search Committee will be meeting in July of 2013 to prepare recommendations for appointments to the WSNA Councils and Committees. Appointments are for two years, beginning September 1, 2013 through August 31, 2015.

The recommendations prepared by the WSNA Nominations / Search Committee will go to the WSNA Board of Directors at its July 2013 meeting at which time the Board will makes the appointments to the WSNA Councils and Committees. If you or your colleagues are interested in serving on any of these Councils or Committees, you can access the WSNA Consent to Serve form at the WSNA website, www.wsna.org. Download the Consent to Serve form and mail it to WSNA, to be received no later than July 1, 2013. If you have any questions, please contact Darlene Delgado at WSNA at ddelgado@wsna.org or call her at 206.575.7979, ext 3030.

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

- **Professional Nursing & Health Care Council**
  4 appointments
- **Legislative & Health Policy Council**
  3 appointments
- **WSNA Bylaws / Resolutions Committee**
  At least 3 and not more than 7 appointments
- **WSNA Nominations / Search Committee**
  2 appointments
- **WSNA Finance Committee**
  At least 3 appointments and not more than 7, including the WSNA Secretary / Treasurer, Vice President, and 1 Board Member.
- **Occupational & Environmental Health & Safety Committee**
  1 member each from Board of Directors, Cabinet on Economic & General Welfare, Legislative & Health Policy Council, Professional Nursing & Health Care Council, and 2 at-large.
- **Disaster & Emergency Preparedness Committee**
  7 appointments
- **CEARP Committee**
  6 appointments
- **PAC Board of Trustees**
  11 Trustees. Every effort shall be made to appoint trustees to represent each congressional district and 1 representative of the state at-large.
- **WSNF Board of Trustees**
  Not less than 5 nor more than 9, a majority of whom shall be members of the WSNA Board of Directors at time of election.

ADVERTISEMENT

Jeanne Avey
for NFN Board of Directors

I am running for my current position as Executive Board of Directors for the NFN. I have been in this position since we created it. I have been a WSNA member since 1978 and I currently work in the ICU at PeaceHealth St John Medical Center. I am asking for your vote so I can continue to work hard for the staff RN.

- Local Unit Chair at PeaceHealth St. John Medical Center for 14 yrs
- Served as a member of the WSNA Cabinet of Economic & General Welfare for 4 terms
- Chair of the Cabinet for one term, during the time when we created the NF.
- ANA delegate for over 16 yrs
- Delegate to the UAN from its conception to its end
- Board of Director for WSNA 2 terms.
- Currently serving as Executive Board of Directors for the NFN from its conception to present.

I have received the Johanna Boatman Staff Nurse award, the Local Unit Chair award, member of the Best Negotiation team award, and member of the team given the Adversity Award to our PeaceHealth Local Unit.

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MOVING FORWARD WITH TIM

Vote June 2013!

Tim Davis for WSNA President

PAID ADVERTISEMENT

"Meet the Candidates" Forum

Wednesday
May 1, 2013

7 p.m. - 8 p.m.

WASHINGTON STATE NURSES CONVENTION

RNConvention.com

Susan E. Jacobson

WSNA Presidential Candidate

ENDORSEMENTS

Louise Kaplan
Joanna Boatman
Rep. Dawn Morrell
Virginia Bonser
Ed Dolle
Mindy Siebol
Elizabeth "Betsy" Grose
Pamela Rimel
Kim Armstrong
Nœl Garcia
Andrea Larson
Laura Watson
Sally Baque
Deb Corning
Amy Jassard
Larry Ratts
Sonya Miller
Ann Whitley
Kathy Manka
Evette Runyon
Sue M. Jacobson
Kathy Lee
Hugo Perez
Donna Howell
Evelyn Street
Denise Risley
David Trevino

Wes Kessinger
Pam Newsom
Juliet Berube
Joni Packard
Jennifer Hunsaker

Vee Sutherlin
Mary B. Murphy
Stephanie McCauley
Beth Bales
Kathy Ormsby

Leslie Smyer
Susan Gleeson
Jan Rosenkranz
Julia Barcott
Todd Hager
Susie Hughes
Jackie Brown
Vicki Mattson
Lori Tegan
Gayla Bellamy
Diann Kraft
Donna Mellinger
Katrina "Kitt" Richert
Sandy Hammill
Connie Heidt
Delores Taylor
Peggy Foushea
Kathy Cooper
Connie Pate
Tony Sarto
Jill Davis
Tim Manka
Steve Reece
Lynette Vehrs
Don Webber
Vicki Wornath
Sharon Bradley

Jennifer Graves
Verna Madison-Hewitt
Mary Truhler
Tashina Nunez

Jayne Walker
Yolanda "Yoli" Pacheco
Judy Mobley
Judy Turner

GET INVOLVED. YOU ARE WSNA! SIEZE THE MOMENT!

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Proposed Bylaws Amendments

Substantive WSNA Bylaws Amendments approved by the WSNA Board November 30, 2012 and finalized by the Bylaws/Resolutions Committee on January 28, 2013, to be forwarded to the General Assembly

Proposed Bylaws Amendments

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE II Membership **SECTION 4 Discipline** A member may be disciplined for cause by the WSNA. A. Cause Cause for discipline may include violation of 2. the WSNA bylaws and ANA bylaws.	2. Following "ANA bylaws," insert the words: "and, for members represented by WSNA for collective bargaining, the Constitution of any national or international labor organization with which WSNA is affiliated."	Clarifies that WSNA members represented for collective bargaining are also subject to the constitution of any national or international labor organization with which WSNA is affiliated.

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE III Dues **SECTION 2 Dues** C. Any change in the present rate of assessment paid by WSNA to ANA shall be automatically incorporated into the annual dues paid by each member.	C. Following "ANA," insert "as a labor organization" so the section reads: "Any change in the present rate of assessment paid by WSNA to ANA as a labor organization shall be automatically incorporated into the annual dues paid by each member."	Protects WSNA legally if, in the future, ANA changes its status from a labor organization to a non-labor organization. If ANA is not a labor organization, this "pass-through" of dues obligation would not be allowed.

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE VI Board of Directors **SECTION 11 Duties of Officers** A. The president of WSNA shall 7. serve as an official representative of the WSNA to the Constituent Assembly of the ANA. The president may appoint an alternate to attend the Assembly as the official representative when the president is unable to attend.	7. Strike entire section and insert the following: serve as one of WSNA's two official voting representatives to the ANA Membership Assembly	The ANA Membership Assembly has replaced both the ANA Constituent Assembly and the ANA House of delegates in the ANA Bylaws. There are two elected voting representatives to the ANA Membership Assembly. This change will ensure that as part of his/her duties, the President of WSNA is one of the two official voting representatives to the ANA Membership Assembly.

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE VI Board of Directors **SECTION 12 Executive Director** A. The executive director, employed by and accountable to the Board of Directors, is the executive administrator for the WSNA and is delegated the authority to 5. serve as an official representative of the WSNA to the Constituent Assembly of the ANA, or designate an official alternate to attend the ANA Constituent Assembly.	5. Strike entire section and insert the following: serve as the official WSNA Chief Staff Officer representative to the ANA Membership Assembly or ANA House of Delegates as provided for in the ANA Bylaws and serve on other ANA committees and task forces and attend other ANA meetings as needed	The ANA Membership Assembly has replaced both the ANA Constituent Assembly and/or the ANA House of Delegates in the revised ANA Bylaws. The Chief Staff Officer of each C/SNA has a courtesy seat in the Membership Assembly with voice but no vote.

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE VII **Standing Committees** **SECTION 2** **Bylaws Committee** B. Responsibilities The Bylaws Committee shall 1. interpret the bylaws. 2. review proposed amendments to the Articles of Incorporation and the bylaws and recommend proposed action to the Board of Directors.	Add new sub-item #3 and renumber the Sub item 3-7 as 4-8. New 3. Review any bylaws changes of ANA and/or changes to the Constitution of any national or international labor organization with which WSNA is affiliated and recommend to the WSNA Board of Directors editorial or other non-substantive changes to bring the WSNA Bylaws into harmony. Any changes shall be in compliance with Article XVIII, Section 3 of these bylaws.	This addition will allow expedited editorial and non-substantive changes to be made to the WSNA Bylaws in a more timely and efficient manner. For example, it would allow changing the reference to the ANA House of Delegates to the ANA Membership Assembly or back to the ANA House of Delegates should ANA revert back to a House of Delegates governance structure in the future.

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE VII **Standing Committees** **SECTION 4** **Finance Committee** B. Responsibilities The Finance Committee shall 1. prepare the annual budget for submission to the Board of Directors for final approval. 2. recommend fiscal policies to the Board of Directors. 3. advise the Board of Directors of income, expenditures, and investments and make recommendations. 4. monitor the budget.	Add a new sub-item #5. New 5. serve as the WSNA audit committee	Reflects current role and function

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE VIII **Cabinet and Councils** **SECTION 4** **Cabinet on Economic and General Welfare** D. Responsibilities The Cabinet on Economic and General Welfare shall: 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 any national or international labor organization with which WSNA is affiliated.	1. Following "ANA", insert a comma and the following: "so long as ANA remains a labor organization,"	Assures that the policies and procedures are in compliance with labor law and free from influence of a non-labor organization should ANA, in the future, relinquish its status as a labor organization

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE XIII American Nurses Association **SECTION 2 Relationship** The WSNA relationship to the ANA shall be to B. to insure that the members of the WSNA shall continue to have all rights of membership in the ANA as provided in the ANA bylaws until such time as two-thirds (2/3) of the entire WSNA membership votes to disaffiliate from the ANA. "Washington State Nurses Association membership," for these purposes, is defined as individual members of the WSNA who have ANA rights and privileges of membership as a result of their WSNA membership. The vote may occur by mail or electronic ballot, with appropriate notice and procedures to protect the integrity and validity of the vote.	Strike entire section B. and replace with: B. to insure that the members of the WSNA shall continue to have all rights of membership in the ANA as provided in the ANA bylaws until such time as the WSNA membership votes to disaffiliate from the ANA. "Washington State Nurses Association membership," for these purposes, is defined as individual members of the WSNA in good standing who have ANA rights and privileges of membership as a result of their WSNA membership. A vote to disaffiliate shall occur by mail or electronic secret ballot, with appropriate notice and procedures to protect the integrity and validity of the vote. The vote to disaffiliate must be approved by an affirmative vote of two-thirds of the accredited WSNA members voting.	The ability to achieve a 2/3 vote of the entire membership is unrealistic and arbitrary by ANA. This amendment removes this unusual supermajority requirement and restores the more common requirement of a 2/3 vote of those members voting in an all-member mail ballot similar to what is required for amendments to these Bylaws. It also provides necessary flexibility and protections to WSNA if ANA significantly changes its structure and/or purposes in the future. If ANA were to become a non-labor organization, WSNA, as a labor organization, could not be subordinate to ANA.
The WSNA shall continue to pay dues to the ANA pursuant to the ANA bylaws and House of Delegates policy until such time as two-thirds (2/3) of the entire WSNA membership votes to disaffiliate from the ANA.	Strike this paragraph and replace with: The WSNA shall continue to pay dues to the ANA as a labor organization pursuant to the ANA bylaws and Membership Assembly or House of Delegates policy until such time as the WSNA membership votes to disaffiliate from the ANA.	This change is partially editorial to bring WSNA bylaws into harmony with ANA Bylaws and partially to conform with the proposed changes to the first section of Article XIII, B. that references the vote of the of the WSNA membership.
C. pay dues to the ANA annually in accordance with policies adopted by the ANA Membership Assemblly or ANA House of Delegates as provided by the ANA Bylaws.	C. pay dues to the ANA as a labor organization annually in accordance with policies adopted by the ANA Membership Assembly or ANA House of Delegates as provided for in the ANA Bylaws	Mostly editorial: To bring into harmony with ANA Bylaws and partially to protect WSNA legally if, in the future, ANA changes its status from a labor organization to a non-labor organization.
J. uphold the purposes, functions, and bylaws of the ANA.	Insert: "as a labor organization" at the end of the sentence, so it reads: uphold the purposes, functions, and bylaws of the ANA as a labor organization.	Protects WSNA legally if, in the future, ANA changes its status from a labor organization to a non-labor organization.

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE XIII **American Nurses Association** **SECTION 3** **Delegates** B. Delegates/alternates to the ANA Membership Assembly or ANA House of Delegates as provided in the ANA Bylaws, shall be WSNA members elected by the members of WSNA by secret ballot following each biennial meeting of the WSNA General Assembly with appropriate provisions to allow for all members to vote in accordance with procedures established by the WSNA Board of Directors. 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.	Insert a new sentence at the end of the first paragraph in B.: The WSNA ballot will provide that, when elected, the WSNA President will also serve as one of WSNA's two official voting representatives to the ANA Membership Assembly.	This addition will ensure that as part of his/her duties, the President of WSNA is one of the two elected official voting representatives to the ANA Membership Assembly.

CURRENT LANGUAGE	PROPOSED LANGUAGE	RATIONALE
ARTICLE XVIII **Amendments** **SECTION 3** **Conformity With ANA** If at any time an amendment to these bylaws is required for conformity as a constituent member of the ANA or by law, the Board of Directors shall, and is hereby authorized to, amend these articles to conform with the ANA requirements.	Strike and replace with: If at any time an amendment to these bylaws is required for conformity as a constituent member of the ANA or a national or international labor organization with which WSNA is affiliated, the Board of Directors shall, and is hereby authorized to, amend these articles to conform and/or bring into harmony with these requirements.	To allow the WSNA Board to make editorial and non-substantive changes to the WSNA Bylaws to conform and/or bring into harmony with the bylaws and/or constitution of its national and international affiliations.

Proposed Resolutions

PROPOSED RESOLUTION 1

Mandatory Labeling of Genetically Engineered Food

Whereas,
Lack of labeling denies health professionals the ability to trace potential toxic[1] or allergic reactions[2, 3, 4] to, and other adverse health effects[5, 6, 7] from, genetically engineered food; and

Whereas,
The World Health Organization issued warnings on the use of antibiotic resistance marker genes in genetically engineered food[8]; and

Whereas,
In order to make informed decisions, the public needs to be made aware of the contents of their food just as patients need to be aware of the risks, benefits and alternatives to their medical and surgical treatments; and

Whereas,
Crop scientists complain that they must ask biotechnology corporations for permission before conducting or publishing independent research on genetically engineered crops[9, 10]; and

Whereas,
40 countries require labeling of genetically engineered food, including the European Union, Australia, Japan, Russia, China, New Zealand, Brazil and South Africa[11]; and

Whereas,
The American Public Health Association[12], American Nurses Association[13], the British Medical Association[14] and the Irish Medical Organization[15] support the labeling of genetically engineered food products; and

Whereas,
Catholic Healthcare West (a network of 41 hospitals and 10,000 physicians) avoids genetically engineered food and advocates for public policies that include the labeling of genetically engineered food[16]; and

Whereas,
304 U.S. hospitals and medical centers have signed the Healthy Food in Health Care Pledge, encouraging vendors to supply food that is produced without genetic modification[17]; and

Whereas,
Surveys of the U.S. public consistently show overwhelming support for the labeling of genetically engineered food[18, 19];

Be It Therefore Resolved,
That WSNA recommend that ANA support federal action that requires clear labeling of all food produced from genetically engineered seed.

CONTACTS

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PROPOSED RESOLUTION 2

Child Health Initiative: Registered Nurse-to-Student Ratios

Whereas,
The registered professional school nurse role (hereinafter referred to as school nurses) has grown into a recognized specialty area of nursing practice requiring additional education, experience, and competencies to meet the needs of growing numbers of children with acute and complex student health conditions, to provide health education, and to deliver preventive care consistent with the Institute of Medicine's Future of Nursing recommendations, and

Whereas,
School nurses, through their specialized education, are uniquely qualified to conduct thousands of state and federally mandated health screenings annually, and perform complex assessments for special education students, (Puskar & Bernardo, 2008), and

Whereas,
School nurses often are the first to discover unmet and undiagnosed health needs, and facilitate early intervention and treatment to reduce health and academic disparities in the pre-K through 12 school setting, (Basch, 2011; Engelke et al, 2008), and

Whereas,
School nurses advise, direct, and guide school administrators, teachers, and other school support staff in accurately identifying and treating health problems that interfere with academic learning, and

Whereas,
The presence of specialized registered nurses in schools reduce emergency room visits, thereby improving care outcomes in a cost-effective manner consistent with health reform principles, (Baisch, Lundeen, & Murphy, 2011), reduce absenteeism in schools, contributing to improved graduation rates, (Bartholomew et al, 2006), and promote and protect population health by increasing immunization rates, (Baisch, Lundeen, & Murphy, 2011), and

Whereas,
School nurses often are among the first public health professionals to prepare, recognize, assess, and respond to infectious disease outbreaks and health and safety emergencies in schools, (Rebman et al, 2012), and

Whereas,
School nurses prevent population and school-based illness and injury by implementing and supporting a variety of educational programs for students, staff, families, and communities, (Northrup et al, 2008), And

Whereas,
School nurses facilitate the establishment and continuity of primary and appropriate specialized care for students, (Puskar & Bernardo, 2008), and

Whereas,
School nurses use their uniquely acquired clinical judgment to assess and develop individualized plans of care for increasing numbers of students with potentially life-threatening health conditions, mental health diagnoses, and developmental disabilities, (Baisch, Lundeen, & Murphy, 2011), and

Whereas,
The number of registered nurses in Washington State schools are at an approximate ratio of 1:1650 students, which is inconsistent with the recommended ratio (AAP, CDC, NASN) of 1:750 for regular education students, 1:250 for schools with a heavier percentage of high needs children, and 1:1 for some students with severe disabilities, and

Whereas,
The lack of a consistent presence and appropriate number of registered school nurses in our schools is resulting in increased efforts to delegate complex medication administration, patient assessment and clinical judgments to unlicensed assistive personnel, thereby jeopardizing student health and safety, and

Whereas,
Ongoing cuts in the Washington State educational budget have resulted in the State Auditor's recommendation to replace the professional registered nurse in schools with licensed practical nurses,

Be It Therefore Resolved,
That the Washington State Nurses Association help establish and participate in a coalition whose purpose shall be to advocate for policy and legislative changes, including adequate funding, to ensure the recommended 1:750 nurse-to-student ratios in all K-12 schools in Washington State.

CONTACT

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PROPOSED RESOLUTION 3

Providing Leadership to Preventing Overmedication of Older Adults

Whereas,
Registered Nurses continually advocate for quality patient care and public safety, and

Whereas,
Patients are best served by having adequate and appropriate medications prescribed to promote health and wellness, and

Whereas,
Patients should have objective, current information about the risks, benefits and alternatives as well as outcomes expected of medications prescribed, and

Whereas,
Older adults between 60 and 69 are now prescribed average of 14 medications per year and those 80-89 now have an average of 18 drugs prescribed per year, and

Whereas,
Prescribed medications for patients should be individualized and appropriate to patient age, weight, gender, metabolic status and diagnoses, and

Whereas,
Older adults are excluded from medication studies that determine appropriate dose and metabolic responses to minimize side effects and interactions, and

Whereas,
The Pharmaceutical industry direct-to- consumer advertisement spending has increased from $1.1 billion in 1999 to $4 billion in 2004 and the money older adults spent for prescription medications in 2011 was $9.7 billion, and

Whereas,
Visit times with health care providers most often focus on disease management and does not allow for in-depth discussion and review of medications, and

Whereas,
Health care providers may not be aware of long term side effects when prescribing select classes of drugs for older adults, and

Whereas,
Older adult drug treatment problems from side effects or inappropriate interactions, resulted in over seventy-seven billion dollars in the year 2000, due to ER visits and admissions to Long Term Care Facilities (Drug-Related Morbidity and Mortality: Updating the Cost-of-Illness Model Frank R. Ernst and Amy J. Grizzle http://web.whittier.edu/chemistry/newdrug/Drug Related.pdf retrieved from the www Oct 29, 2012, and

Whereas,
Many older adults suffer falls, unnecessary hip fractures and inappropriate dementia diagnosis related to adverse medication events, and

Whereas,
Because of the trust given by the general public, Registered Nurses are the ideal health care providers to facilitate care coordination addressing potential overmedication for older adult populations,

Be It Therefore Resolved,
That WSNA recommend to ANA that ANA partner with consumer advocacy organizations to develop strategies for education and advocacy for appropriate medication management for older adults, and

Be It Further Resolved
That WSNA and ANA work collaboratively with other geriatric advocacy organizations and groups to demand more rigorous study of appropriate use of medications for older adults and continue to work with consumer advocacy groups to determine guidelines to discontinue classes of medications where effectiveness has not been shown, and

Be It Further Resolved
That WSNA and ANA join efforts with other consumer advocacy organizations to educate older adults how to advocate for safer medication management for themselves.

CONTACTS

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PROPOSED EMERGENCY RESOLUTION 1

Health Care Providers, Public Health, and Education About Gun Violence

Whereas,
The public relies on health care professionals to provide them accurate and objective information in order to make informed choices about the general health and safety, and

Whereas,
The public health has benefited from objective data and research into reducing death due to diseases and other preventable public health dangers such as smoking, the use of seatbelts and child protective seats, bike helmets for children and discouraging alcohol use during pregnancy, and

Whereas,
Over 87 gun related deaths occur daily and 15,500 annually and deaths from all firearms related injuries are the 3rd cause of deaths for all ages (2010), and

Whereas,
Over 170 billion dollars are being spent providing health care for injuries related to gun violence, and

Whereas,
The unspeakable events occurring in Newtown Connecticut in December have sparked a renewed debate about gun violence in our society, and

Whereas,
Gun violence has become a public health issue, but through congressional action, the Centers for Disease Control has been deliberately restricted from collecting data or perform research on gun related violence, and

Whereas,
Some states are promoting legislation that prevents and penalizes health practitioners from asking patients about guns in their home and provide gun safety education during routine visits, and

Whereas,
These actions grossly interfere with patients' need to know and health care providers' ability to advocate for safety for their patients and the community;

Be It Therefore Resolved
That WSNA actively encourage and support efforts by the American Nurses Association to reject efforts to limit health care practitioners from performing appropriate gun use assessments and offering safety AND awareness education in order to reduce gun related deaths and accidents, and

Be It Further Resolved
WSNA encourage ANA to file a brief to the 11th Circuit Court of Appeals to uphold physicians and health care providers right to collect all health data without restrictions, and

Be it Further Resolved
That WSNA is opposed to the reporting of this information to insurance companies or other organizations and will work with the National Federation of Nurses and ANA to do the same at the national level.

CONTACTS

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Biennial Reports

2011 – 2013

Vision, Mission & Goals

PURPOSES

The Purposes of the Washington State Nurses Association shall be:

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

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

VISION

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

MISSION

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

GOALS

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

2011-2013 Issues & Priorites

BOARD OF DIRECTORS

- Membership Campaign
- Financial Stability & Growth / Dues Structure
- Enhance Engagement & Direct Communication with Members
- Association Operations Effectiveness
- Develop New External Relationships
- Strengthen Districts
- Visiblity / Nursing Image Campaign
- Implementation of **Future of Nursing** Recommendations
- Enhance Relationships with ANA, NFN & Related Entities

LEGISLATIVE & HEALTH POLICY COUNCIL

ISSUES

- Nursing Shortage
- Target Funding for Nursing Faculty & Education Programs
- Access to Care & Health Reform Implementation
- Funding for Health Safety Net Programs
- Economic Value of Nurses
- Patient Safety & Quality Improvement in Health Care
- Fatigue
- Health & Safety
- Safe Staffing
- Collective Bargaining & Free Speech Rights

TARGET FOR MEMBER INVOLVEMENT

- Expanding Political Grassroots Network
- Nurse Legislative Day

MECHANISMS TO ADDRESS ISSUES

- Propose / Respond to Legislation
- Propose / Respond to Regulation
- WSNA-PAC
- Coordinate Agenda with Other Speciality Orgs
- Educational Workshops
- Action Alerts
- WSNA Legislative Agenda

PROFESSIONAL NURSING & HEALTH CARE COUNCIL

ISSUES

- Nursing Workforce Issues
- Nursing Care Quality Assurance Commission
- Multistate Licensure / Interstate Compact
- Continued Competency
- Evidence-based Practice
- Scope of Practice / Encroachment
- Erosion of Public Health Nursing
- Patient Safety Culture / Medical Errors
- Emergency Preparedness
- Master Plan for Nursing Education
- Multicultural Competence
- Advanced Practice, Educators, & Non-Collective-Bargaining-Represented Nurses
- Environmental Health & Safety
- Changes to Health Care Payment & Reporting Requirements

TARGET FOR MEMBER INVOLVEMENT

- Build Relationships with Schools of Nursing, NSWS, and Other Groups of Nurses
- Professional Development / Continuing Education

MECHANISMS TO ADDRESS ISSUES

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

CABINET ON ECONOMIC & GENERAL WELFARE

ISSUES

- Staffing Standards / Levels / Ratios
- Mandatory Overtime / On-call / Rest Breaks
- Health & Safety (Violence / Fatigue / Safe Patient Handling)
- Wages / Working Conditions
- AFL-CIO Local Affiliations
- Protection of Nursing Practice
- Threats to Collective Bargaining

TARGET FOR MEMBER INVOLVEMENT

- Strengthen Local Units (Minimum 75% in all Local Units)
- Leadership Development Conference
- Unity Activities

MECHANISMS TO ADDRESS ISSUES

- Contract Language
- Develop & Strengthen Local Unit Structure
- Local Unit Leadership Council and Regional Councils
- Develop Relationships with Labor Community
- Grievance / Arbitration / Litigation

PRESIDENT

Julia Weinberg, Bow

At the 2011 WSNA Convention, WSNA members provided the top priorities for our newly elected board to pursue for the next two years.

During 2011 and 2012, we continued to see difficult contract negotiations. I can't recall a time when there was a greater need to assist our members in determining how and what they were willing to fight for, and planning out the actions it would take to achieve a fair contract with their employers. From sidewalk socials to rallies to speeches at board meetings, we executed a flurry of activities that supported nurses and helped get contract negotiations back on track.

With support from our local units and districts, WSNA built Unity Dinners and other unity events in various parts of the state. We also crisscrossed the state with continuing education programs such as the recent round of 'Culture of Safety' workshops and helped nurses learn more about providing safe, quality patient care in any setting. Importantly, we also learned about how we also need to look out for ourselves and our safety, which is so important in this very fast paced healthcare world we work in today.

We launched our very first Patient Safety Campaign to focus on issues like staffing, rest breaks and mandatory overtime. This brought us together in partnership with our other unions who represent registered nurses in Washington State and helped us speak with one voice on these important issues. The campaign was designed to educate and to build a robust grass roots effort all WSNA RNs could be active and engaged in together.

In support of the campaign, we launched a "Rolling Thunder" RV tour which increased WSNA visibility at facilities across the state. This kind of activity was a first for WSNA: we traveled to you, bringing information and asking you to get involved by writing a letter or making a call to your legislators. We also reached out with recorded calls by local unit leaders as well as myself, as the WSNA President, to get nurses to contact their State Senator and Representatives about the importance of our three bills and urge a "yes" vote.

During the 2011 and 2012 Legislative Sessions, we had several hearings where dozens of nurses came to testify, and we rallied in Olympia with a much larger coalition of labor partners. All three of our bills met lots of resistance from the hospitals, and their tactics included spreading misinformation to both nurses and legislators. In 2012, despite the hospitals' objections, all three of our bills made it out of committee only to run out of time before the session ended.

We have been also working steadfastly on healthcare reform and implementation. This includes active involvement in coalitions and on committees task forces engaged in the planning for implementation of the health care exchanges here in Washington State.

We are also continuing our efforts in promoting efforts to ensure a more diverse and sufficient number of registered nurses in the healthcare workforce who will be ready and well-prepared to meet expanding healthcare needs, both for those who will soon have new access to healthcare and those whose needs are growing as they age. Nursing has important roles to play as we prepare for 2014 when we move closer towards full implementation of the Affordable Care Act and thousands more have access to increased insurance coverage. Nurses in all settings and roles will be pivotal in many aspects of healthcare reform as it really 'heats up' and rolls out. As nurses of WSNA we have to ask the question "ARE WE READY?"

More and more nurses are going back to school for higher levels of education, and we have more and more who are on waiting lists trying to get into the profession to become an RN. WSNA is working to ensure that education for nurses is a more streamlined and navigable process. The goal is to help nurses and would-be nurses get the education needed and wanted without adding unnecessary, unwanted or repetitive classes ore requirements.

Our online education is active and ready for all nurses to use right now. Our Practice staff have been busy working to make our CE page very easy and robust for learning. We have added more and more CE programs on line and right now there are at least eight or more CE modules that nurses can do right now, with more in various stages of development. We will soon have quite a list of offerings spanning many interests and types of practice. Many of these offerings provide nurses with education and information about different topics specific to WSNA or Washington which are not so readily covered by any other specialty nurse organization and/or the ANA.

Remember, in 2014 the enforcement of new continuing education requirements will go into effect. As a condition of licensure, nurses will need 45 CE hours and a record of 531 practice hours over three years. These requirements began in January 2011 when the new rule went into effect, but starting in 2014, random audits will commence and the Commission can ask you to show documentation that you have met the requirements. The WSNA website has all the information about what these rules are and the requirements, so please, visit if you have questions.

WSNA continues to work closely with our state student nurse organization, the Nursing Students of Washington State (NSWS). In addition to providing staff support and space for their meetings, we will again be having a joint convention with NSWS during the 2013 Washington State Nurses Convention. The NSWS Convention will begin the evening of May 3rd and end the afternoon of May 4th. There will be a special mentoring program the evening of May 3rd and an opportunity to have nurses and students participating in a play written by one of the WSNA convention Keynote speakers, Suzanne Gordon. I would recommend sticking around for these two events on Friday afternoon.

WSNA has also been working over the last two years to strengthen our ties with the School Nurses of Washington (SNOW), the Council for Nursing Education in Washington State (CNEWS), ARNPs United of Washington State, and other specialty organizations.

We know that there are so many nurses in Washington that we want to reach out to and include in the work of WSNA. The 2013 Washington Nurses Convention is the event for all nurses in Washington, with many options for

all and including the WSNA business meeting to set the direction of WSNA with our WSNA members, an opportunity to fulfill a full year's worth of continuing education, opportunities to share research and experiences, network with new and old friends and also have an all-around good time. We are inviting all registered nurses to come and participate in the profession of nursing!

WSNA and our elected delegates were instrumental at the last American Nurses Association House of Delegates meeting in 2012. Out state was a leader in helping and guiding ANA through a restructuring process that will allow ANA to better meet the needs of nurses and our profession at the national level.

This will be the first year that the newly structured Membership Assembly will meet in June 2013. Both the current WSNA President and Vice President along with our Executive Director will attend to represent WSNA nurses and bring forward the important issues for our state. WSNA members will have the opportunity to serve on ANA issue panels, rather than the Congress of Nurse Practice and Economics which was retired as part of ANA's structural change.

WSNA was also integral in changing the national landscape for nurses this year with our new affiliation with AFT. Membership in the AFL-CIO at the national level has long been a high priority for both WSNA and the NFN. For the past 2 years, at the direction of the WSNA Cabinet on Economic and General Welfare and WSNA Board, our WSNA members serving on the NFN National Executive Board along with our WSNA representatives on the NFN National Advisory Board (i.e., the WSNA President, Cabinet Chair, Executive Director, and Labor Program Director) have been deeply involved in the ongoing discussions regarding how best to achieve national AFL-CIO affiliation. In February, we achieved this goal and brought together WSNA and NFN with the voice and power of AFT – a union of 1.5 million professionals.

During these past two years the WSNA Dues Structure Task Force came together and made a recommendation to the WSNA Board for a 2-year membership trial project that provides a reduced dues rate for nurses who are not represented for collective bargaining by WSNA or nurses employed in non-hospital settings and nurses who are already represented for collective bargaining by another union (such as nurse educators). The interest of the Board was to promote WSNA to new potential members at an affordable rate and make sure that our current members, especially our longtime members, feel positively about the value they're receiving, especially during this difficult economic time. WSNA seeks to always be the best value for any nurse seeking to be a part of their professional association. This pilot will be continued for a least one more year and then reevaluated by the next elected WSNA Board of Directors.

As you can see by this biennial report, WSNA has been very busy. We are on track and moving forward to meet the needs of the profession, as identified by our WSNA membership. WSNA put in motion and prioritized the work of the current elected WSNA board, councils and cabinet members at our last 2011 General Assembly meeting roundtable discussions. I hope you'll be there this year when we set the direction for the next two years. *WSNA has been leading the way once again – make sure you are a part of it!*

EXECUTIVE DIRECTOR

Judy Huntington, Seattle

The 2011-2013 biennium has been another busy and productive one for WSNA. I would like to first acknowledge the leadership of the WSNA Board, Cabinet and Councils as they provided leadership and direction to the WSNA governance structure and helped focus the work of the association on those priority issues identified in the 2011-2013 WSNA Issues and Priorities list. I would also like to recognize the members of the WSNA staff for their hard work and steady commitment to the members and the work of the association. The partnership forged between our talented and committed member-leaders and staff is a key reason for most of the successes mentioned in the President's biennial report and the structural unit reports that follow. Additionally, I would like to highlight a few of the many WSNA accomplishments of the past two years:

- The good news, despite the challenging economy, is that WSNA continues in a strong, positive financial position. Thanks to the hard work of our members, leaders and staff, we have continued to grow our membership to new highs in each of the last two years and have met the Board's financial goals for reserves.
- Attendance at the annual Nurse Legislative Day also continues to grow, with more than 650 in attendance in both 2011 and 2012. With the help of the WSNA-PAC, RNs continue to be a significant force in the Washington State Legislature. In 2011, Washington State had more RNs in our State Legislature than in any other state. In 2012, three of our long-time nurse Senators, Rosa Franklin, Margarita Prentice and Cheryl Pflug retired, however we continue to have an excellent RN presence serving in key leadership positions in the Washington State Legislature with four RN Representatives: Eileen Cody, Tammy Green, Dawn Morrell and Judy Clibborn. The WSNA-PAC and WSNA staff are actively recruiting additional nurses who

may be interested in running for elected office in the future.

- Launched in 2011, our annual Nurse Legislative Advocacy Camps have trained more than 100 new nurse activists in the art of effective advocacy, lobbying, and messaging who are now actively involved in our nurse mobilization efforts in Olympia.
- Throughout the biennium, WSNA members and staff increased our involvement and influence in policy work with many state regulatory agencies in the areas of health care reform, Medicare / Medicaid, environmental health, workplace safety, nursing and health personnel shortages, disaster preparedness, prevention of medical errors, public health, and numerous scope of nursing practice and education issues.
- WSNA has been an active participant and partner in many coalitions that support access to care and funding for core health care programs including the Healthy Washington Coalition, the Mental Health Parity Coalition, Health Coalition for Children and Youth, the Public Health Funding Coalition, the Budget Crisis Coalition, the Revenue Coalition, the Puget Sound Health Care Alliance, the Healthiest State in the Nation Campaign, the Washington Fair Share Coalition, and many other coalitions supporting patient safety, labor, nursing practice, education and health care reform.
- WSNA member-leaders served at the national level in the American Nurses Association (ANA) offices in 2011 and 2012, include: Kim Armstrong, ANA Second Vice President, Sally Watkins on the ANA Congress on Nursing Practice and Economics, and in 2012, I was elected to the ANA Nominations / Elections Committee.
- WSNA members and staff have continued to be actively involved in the National Federation of Nurses (NFN). WSNA currently has three members serving on the NFN Executive Board: NFN Secretary, Kim Armstrong and NFN Board members Jeanne Avey and Marty Avery. WSNA is also represented on the NFN National Advisory Board by WSNA Cabinet Chair, Kathy Ormsby; WSNA President, Julia Weinberg; Assistant Executive Director for Labor, Christine Himmelsbach; and myself as WSNA Executive Director. WSNA sent 10 members to the 2011 and 2012 National Labor Academy and will send 6 delegates to the NFN National Federation Assembly in May 2013.
- On February 8, 2013, NFN, voted to approve an affiliation agreement to affiliate with AFT, the largest union of professionals in the AFL-CIO (1.5 million). On February 16, 2013, in an historic joint meeting, the WSNA E&GW Cabinet and WSNA Board of Directors, after thorough review and discussion and following our established affiliation processes, voted to approve the NFN-AFT affiliation agreement and seek an official charter from AFT as a statewide AFT local, which was granted. Membership in the AFL-CIO at the national level has long been a high priority for both WSNA and the NFN. For the past two years, at the direction of the WSNA Cabinet and WSNA Board, our WSNA members serving on the NFN National Executive Board and on the NFN National Advisory Board have been deeply involved in the discussions regarding how best to achieve national AFL-CIO affiliation and we are pleased to have accomplished this affiliation. In choosing AFT and taking this action, not only will WSNA achieve national AFL-CIO affiliation, we believe this partnership will enhance the voice and power of our nurses to advocate for quality care for our patients, uphold high standards for the nursing profession, and improve working conditions for nurses at the local, state and national level. By joining forces with AFT, WSNA and NFN will also have access to greater resources to navigate the looming changes in health care delivery and more opportunities to advocate for our patients while doing so. Affiliation with AFT also brings WSNA and the other NFN member states protection from raids or other predatory actions by other unions.
- Both the WSNA-PAC and the Washington State Nurses Foundation have engaged in highly successful fund-raising campaigns to support their respective work in both 2011 and 2012 and plan to continue this work in 2013.
- WSNA continued its outreach providing education offerings for nurses across the State during the biennium awarding a total of 4141.86 contact hours during 2011 and 3010 contact hours during 2012. During 2011-2012 WSNA offered a total of 83 separate CE activities reaching 3394 participants in 2011 and 1590 participants in 2012. (2011 was a convention year, and during 2012 Nurse Legislative Day participants were provided a certificate of attendance rather than contact hours.) Our online CNE participants grew from 522 in 2011 to 660 in 2012 so indeed this seems to be the best way to reach our members; thus, we will continue to develop these types of programs.
- WSNA was again awarded grants in both 2011 and 2012 from the John H. Merck Foundation to help support the fine work of our Environmental Health Specialist, Karen Bowman, to educate and help nurses become effective environmental activists for healthcare and workplace safety. WSNA is recognized both in the State and nationally for its legislative and coalition achievements in this area.
- Implementation of the 2008 Safe Staffing legislation has proved to be elusive, challenging and time-intensive for staff and member-leaders alike. Despite a total of 545 hours in 43 meetings of the Ruckelshaus Steering Committee since 2008, a full and meaningful implementation has not yet been achieved. In 2011 and again in 2012, WSNA, in collaboration with SEIU / 1199NW and UFCW 21, launched the "Campaign for Patient Safety" which included introducing 3 bills in the State legislature that address minimum staffing standards, uninterrupted meal and rest breaks, and limiting the use of prescheduled on-call. Lobbying for passage of these bills continues to be a major focus of our efforts in the 2013 legislature.
- All programmatic areas of WSNA have worked together to address the issues of

fatigue and safe staffing and their impact on patient and nurse safety. Achieving uninterrupted rest breaks for nurses is an important first step and continues to be a major priority for WSNA. WSNA has used a wide range of strategies and approaches to address this issue, including legislation, contract negotiations, enforcement of regulations, grievances and arbitrations, filing law suits, education sessions about the evidenced-based research, statewide media campaigns and collaboration with the other unions and groups. In 2012, WSNA won a unanimous favorable decision in the State Supreme Court on a meal / rest breaks lawsuit that has been in process since 2008. While significant progress has been made, much remains to be done and we will continue to use every strategy necessary to assure that nurses are entitled to and receive uninterrupted meal and rest breaks.

- 2011 and 2012, also saw a continuation and an increase in difficult and protracted labor negotiations, often requiring an unprecedented number of bargaining sessions, informational picketing and mediation before achieving an agreement. In spite of the contentious labor environment, 34 contracts were successfully negotiated and WSNA nurses and staff won significant gains with limited take-backs.
- Electronic communication with members continued to expand during 2011 and 2012: a new look to the WSNA web pages and more content were added; a new bi-weekly electronic WSNA News Update was added. Other *Informz* electronic newsletters include: Legislative Action alerts, Local Unit news alerts, Nursing Practice updates, District Nurses Associations' announcements, and WSNF activities. Additionally, frequent targeted group e-mails were used to push important information to WSNA members in a timely manner along with Facebook and Twitter postings which are also now formatted for smart phone and other emerging technologies. WSNA also introduced targeted "ROBO" calls to extend our communication reach and mobilize nurse members to action when needed quickly
- WSNA has continued to use focused media campaigns, partnering with other health care organizations, unions, coalitions and key governmental agencies to support healthy lifestyles, influenza prevention, childhood immunizations, the Campaign for Patient Safety, and several statewide initiatives, including stable funding for public health.
- WSNA continues to facilitate and support 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. NSWS will hold their sixth annual convention in conjunction with the WSNA convention on May 2-3, 2013.
- WSNA has worked closely with other specialty nursing organizations, labor unions, health care associations and patient advocacy groups to address a number of joint concerns. Several nursing specialty organizations, including the School Nurses of Washington (SNOW), ARNPs United, of Washington State, Association of Advanced Psychiatric Practice Nurses (AAPPN), Washington Chapter of the American Association of Nurse Midwives, Washington Chapter of the Association of Nurse Anesthetists (WANA), the Council of Nurse Educators in Washington State (CNEWS), the Mary Mahoney Professional Nurses Organization, NW-ONE, and the clinical nurse specialists, have sought out WSNA for joint planning and coalition work.
- During 2011 and 2012, WSNA has also been very involved as a member and partner with the Washington Center for Nursing (WCN) in creating the Washington Nursing Action Coalition (WNAC) to spearhead the implementation of the IOM report, *The Future of Nursing: Leading Change, Advancing Health,* released in 2010. WSNA and the WNAC efforts are focused on key recommendations in the report that allows and encourages all RNs to work to the full extent of their education and training, achieves a more highly educated workforce, and to reinforces the role of nurses in primary care and other expanded roles. The latter is especially timely as the efforts to implement the Affordable Care Act's health care reform initiatives moves to the state level in 2013 and 2014.
- WSNA, also in collaboration with the WCN and CNEWS, has engaged in joint efforts to implement the Master Plan for Nursing Education in Washington State and will continue this work in the next biennium. WSNA, in collaboration with WCN member organizations, AFT-WA and the Washington Education Association, has also been actively involved in exploring strategies to address the faculty compensation issues that create barriers to more nurses becoming faculty.

As I complete my 14th year as your WSNA Executive Director, I continue to appreciate the support and encouragement that you have given me as we have worked together over the years 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 continuing our work together over the next biennium.

SECRETARY/TREASURER

Verlee 'Vee' Sutherlin, Nine Mile Falls

The WSNA Board of Directors met a total of 8 times in the 2011-2013 biennium: July 29, 2011; December 5, 2011; February 28, 2012 a special Joint Board / Cabinet on Economic and General Welfare Conference Call; March 27-28, 2012; September 12, 2012;November 30, 2012; a special Joint Board / Cabinet on Economic and General Welfare meeting on February 16, 2013, and March 18, 2013

Meetings of the Board of Directors Executive Committee were held 6 times: June 6, 2011, October 17, 2011; February 17, 2012; June 8, 2012; October 26, 2012; February 15, 2013.

FINANCE COMMITTEE

Treasurer and Chairholder: **Verlee 'Vee' Sutherlin**, Nine Mile Falls; **Sally Baque**, Olalla, **Susan E. Jacobson**, Yakima; **Judith Turner**, Fox Island, **Julia Weinberg**, Bow;

The Finance Committee met 6 times in the 2011-2013 biennium: June 6, 2011; October 17, 2011; February 17, 2012; June 8, 2012; October 26, 2012, February 15, 2013.

Accomplishments

- Continued financial stability
- Balanced budgets for both years
- Successful "clean" audits by the auditing firm of Hodges & Hart, LLC
- Demonstrated significant financial improvements and growth in positive net assets and reserves for both 2011 and 2012
- Continued growth of membership resulting in the Washington State Nurses Association becoming the largest State Nurses Association of the American Nurses Association.

CABINET ON ECONOMIC & GENERAL WELFARE

Chair: **Kathy Ormsby**, Spokane; Vice-Chair, **Julia Rose Barcott**, Yakima; Secretary / Treasurer, **Sally Baque**, Olalla; **Peggy Slider**, Spokane; **Evelyn Street**, Olympia; **John Tweedy**, Camano Island; **Susan M. Jacobson**, Tacoma; **Jane Hill-Littlejohn**, Seattle; **Melissa Goldberg**, Ocean Beach; and **Lorraine Bethay**, Yakima

Washington State Nurses Association continues to be at the forefront of leading the change in the labor movement necessary to meet the growing challenges and demands of the current labor environment, the current economy and the nursing profession. The WSNA Economic and General Welfare (E&GW) program is a unique and powerful part of this multipurpose organization. We are proudly engaging in collaborative efforts throughout the nation through our involvement in our positioning within the National Federation of Nurses (NFN), our state involvement and partnership with labor partners such as the Washington State labor Council (WSLC), coalition partnerships with UFCW and SEIU-1199NW and our own strong the state visibility within our own local units. WSNA presence and visibility has been a priority for our labor program over the past two years, with targeted goals leading our efforts to increase our relevance to every registered nurse in the state.

Our efforts have been, and will continue to be, demonstrating why being a member of WSNA is essential for every registered nurse in Washington State. We are committed to providing each nurse the opportunity to know that their voice is heard, whether it be through our Legislative and Regulatory program, the influence of our Practice and Education programs, our political and grassroots efforts or through our capacity and success accomplished through collective bargaining contracts and activities and policies that support and protect nurses and patients in every setting.

Thirty-four new collective bargaining agreements were negotiated by WSNA in 2011-2013. These agreements set new standards in nurses' salaries with the most senior staff nurse base salary (step 30) topping fifty dollars an hour in several hospitals. WSNA collective bargaining continue to raise the bar for recognition and respect and hold strong for nurses at the bedside and direct care to maintain working standards and conditions that allow us all to do our best.

Registered nurses throughout the state of Washington have been speaking out and demanding appropriate and accessible education and training and for employers to recognize and respect nursing experience and expertise. We have raised our voices and demanded employers provide safe and healthy work environments and safe working conditions, job security and the supportive conditions that enable us to give the kind of evidenced based, quality and compassionate care we all want to provide.

WSNA continues to represent the needs of registered nurses by enforcing our collective bargaining agreements and utilizing a variety of available tools and resources. We have engaged in a growing and record-setting number of filed grievances and arbitrations, unfair labor charges and legal proceedings.

The Cabinet on Economic and General Welfare held meetings which occurred on January 29, 2011, April 26, 2011, June 27, 2011, September 24 and 25, 2011, January 13, 2012, May 19, 2012, and September 22 and 23, 2012.

The Cabinet on E&GW has worked closely with WSNA staff to meet the challenges of the nationwide economic downturn with strength and unity! This Cabinet has focused on strengthening the Local Units using a variety of methods and opportunities.

STRENGTHEN EXISTING UNITS THROUGH INTERNAL ORGANIZING

- Encouraging and promoting local unit member attendance and participation each year in the WSNA Nurse Legislative Days, ANA Convention, NFN Labor Academy, Local Unit Council Meetings, Regional Education Programs, Central Labor Councils, and the WSNA Leadership Conference in Chelan, WA.
- Utilizing media to publicize and highlight the accomplishments of WSNA and the local units. This has included frequent use of the Informz email messaging system to

notify members of important information and opportunities, more timely updates to E&GW web pages, increased visibility of current leaders through posting of titles and photos on the WSNA website, and initiation of the use of electronic media sites such as Facebook and Twitter.
- Active promotion of enhanced membership language in existing contracts
- Increasing and maintaining WSNA visibility and involvement in ANA and the NFN through participation in meetings, work groups, assemblies, conference calls and by holding office in these organizations.
- Enhancing collaborative relationships with organizations such as the Public Health Coalition, Central Labor Council, Washington State Labor Council and others.

INCREASE VISIBILITY OF WSNA / ANA / NFN

- Ongoing outreach to numerous schools of nursing by WSNA E&GW staff as well as by various elected officers. This includes membership on community college Nursing Advisory Boards as well as presentations to students regarding leadership and the value of a collective, unified voice for nursing.
- The Cabinet has taken responsibility for education and informing themselves regarding legislative and political issues. Government Relations staff presents updates on current issues at each Cabinet meeting. The Cabinet has input through staff into the agenda for WSNA Legislative Day, and encourages and supports members to attend that event annually.
- Supporting the work of WSNA in implementing regular educational offerings to members, promoting attendance of ANA and NFN educational opportunities and promoting classes specific to the leadership development of local unit officers.
- Increasing the visibility of WSNA through articles in each issue of the Washington Nurse, regular website updates, and promotion of two way communication between Cabinet members and the local units.
- Promoting WSNA member visibility in the NFN by providing financial support to 10 bargaining unit members each year to permit attendance at the NFN Labor Academy.
- Enhancing participation, including filling all the WSNA delegate seats at the 2011 and 2012 WSLC convention, including successfully presenting and achieving passage of two resolutions on fatigue and staffing.

DEVELOP EFFECTIVE, COMMITTED LOCAL UNIT LEADERS

- Develop and utilize additional training materials for local unit leaders
- Providing educational components at Local Unit Council meetings
- Providing high quality, current and progressive speakers and information at the annual Leadership Conference.
- Providing funding to support the provision of educational opportunities for members
- Encourage and actively support local unit leaders to seek office in WSNA, ANA and the NFN

INCREASE CREDIBILITY & VISIBILITY OF WSNA LABOR PROGRAMS

- Providing regular reports on labor issues to the Board of Directors
- Providing testimony to support labor issues in support of legislation
- Increased amount of active participation in the WSLC convention and other WSLC activities
- Increased visibility of the WSNA President and Cabinet Chair through participation in various educational offering and unity events throughout the state.
- Investing in a full day communications class for the Cabinet to enhance their presentation skills
- Provided financial support to encourage 10 local unit members to attend the NFN Labor Academy annually.

REVIEW & UPDATE GOVERNING DOCUMENTS

At the direction of the Cabinet, WSNA staff has begun work reviewing and proposing updates to Cabinet Policies and Local Unit Rules for Cabinet consideration and action. As a result, several Cabinet policies have been recently revised and several others are currently under review.

RESEARCH

The Cabinet has collaborated with the Nursing Practice and Education Department of WSNA to fund a research project on the potential for contamination if soiled scrubs are worn out of the hospital. The scrub study findings were recently published in the Journal of Public Health and Epidemiology Vol. 4(10), pp. 311-315, December 2012.

PROFESSIONAL NURSING & HEALTH CARE COUNCIL

Chair: **Jeaux Rinehart**, Seattle; Members: **Sarah Bear**, Mt. Vernon; **Lisa Boettger**, Mt. Vernon; **Tim Davis**, Mt. Vernon; **Louanne Hausmann**, Spokane; **Antwinett Lee**, Lynnwood; **Bonnie Sandahl**, Lynnwood; **Barbara Innes**, Seattle; **Pam Pasquale**, Wenatchee; **Heather Stephen-Selby**, Renton; **Kim J.Ward**, Spokane

The Professional Nursing and Health Care Council held 5 meetings during 2011-13: October 1, 2011; February 4, 2012; May 12, 2012; October 6, 2012; and February 9, 2013.

LEAD THE PROFESSION

Provide leadership for the nursing profession by focusing on key issues in nursing practice and the work environment, assuring incorporation of ethical principles, and fostering the development and utilization of evidence to support decision-making

- Talking Points finalized regarding Twelve Hour Shifts; WSNA Leadership dialogue continues
- "Creating a Culture of Safety" CNE programs developed and nine CNE events held: August, 2011 all day event SeaTac; then three hour CNE events October 25, 2011 Spokane; February 11, 2012 Tacoma; March 14, 2012 Vancouver; April 25, 2012 Skagit Valley; September 20, 2012 KCNA / Seattle; October 3, 2012 Lacey / Olympia November 13, 2012 Evergreen; March 13, 2013 Spokane
- New on-line CNE courses added: Nurse Practice Act for RNs, Assignment Despite Objection, Community Faith Based Nursing, Violence in the Workplace, Impaired Nurse, Environmental Health, De-escalation techniques, and A Collaborative Systems-Level Approach to Eliminating Healthcare Associated Infections
- Introduced the use of webinars for CNE and provided three programs: A Collaborative Systems-Level Approach to Eliminating Healthcare Associated Infections; Language Access for Healthcare in Washington State: What Every Nurse Needs to Know; De-escalation Techniques
- Resolutions developed for 2013 Convention re: eliminating over-medication of the vulnerable and Child Health Initiative: Registered Nurse-to-Student Ratios and Health care providers, public health and education about gun violence
- Safe Staffing website updated
- Provided input to proposed legislation and rules-writing regarding scope of practice issues including Medical Assistants, medication assistance in long-term care, retired nurse, nurse tech, licensed midwives, recognition of Clinical Nurse Specialists as Advanced Registered Nurse Practitioners, school nurse delegation and supervision; Department of Health surgical tech sunrise review
- Initiated design of WSNA Research website
- Incorporated key issues and priorities into 2013 Convention planning including QSEN (Quality and Safety Education in Nursing) competencies and health information technology
- Continued to reach out to schools of nursing seeking students interested completing a capstone project with WSNA using evidence-based practice; several students completed design and development of online WSNA CNE programs including Transformational Leadership for Staff RN and Prevention of Incivility in the Workplace
- Continued to work with school nurses regarding issue of delegation and supervision
- Dialogue sessions added to 2013 Convention targeting school nurses and nurses working in long-term care
- Newsletter drafted targeting newly licensed registered nurses in State of Washington to introduce them to various practice issues, pieces of legislation, and information potentially impacting their practice in this State

NURSING EDUCATION & CONTINUING COMPETENCY

Assure continued WSNA involvement in addressing pressing issues related to nursing education and continuing competency

- Provided eight seminars across state on the new requirements for documenting continuing competency: October 18, 2011 Tacoma; November 21, 2011 Seattle (KCNA); January 30th, 2012 Seattle (KCNA); March 7, 2012; Children's Hospital ICU; April 17, 2012 Yakima; September 25, 2012; Wenatchee (webinar); November 14, 2012 Children's Hospital; March 7, 2013 St. Martin's Lacey
- WSNA Speakers Bureau established January 2012; five different presentations have been provided: Culture of Safety presentation provided for Providence Health System Feb 8th, 2012; Preventing Bullying in the Workplace for Tacoma General LU Oct 4, 2012; Social Media Peace Health Vancouver Oct 11, 2012; Stress Management in a Hurry for PCNA Oct 20th 2012; Compassion Fatigue for Providence Everett Nov 16th, 2012, and Social Media for KCNA February 21, 2013
- Designed and have marketed continuing competency record-keeper / file-folder to assist nurses in managing their documents illustrating compliance with the continuing competency requirements should they be audited
- Continued participation in NCQAC Continuing Competency project work
- Continued participation in the Washington Nursing Action Coalition which is moving forward with Washington State's response and implementation of the IOM Future of Nursing Report

- Commissioned Jan Ellis, PhD, RN to update the WSNA white paper on nursing education in Washington State
- Commissioned David Keepnews, PhD, RN to update the WSNA white paper on the Economic Value of Nursing
- WSNA CEARP received renewed status in 2011 as accredited approver by ANCC; also WSNA CNEPP received renewal in August, 2012 as an Approved Provider of CNE from Ohio Nurses Association
- Continued active engagement with CNEWS (Council of Nurse Educators for Washington State)

DISASTER & EMERGENCY PREPAREDNESS

Increase the preparedness of nurses for providing nursing care during periods of disaster / other emergencies

Disaster and Emergency Preparedness Committee continued work as a subcommittee of PNHCC (refer to their individual report)

VOICE IN REGULATION

Assure WSNA presence in the development of regulatory requirements for the practice of nursing within Washington State

- Continued participation in NCQAC Consistent Standards of Practice Subcommittee reviewing NCQAC interpretive statements in such areas as patient abandonment, seizure management in schools, Registered Nurse First Assist
- As aforementioned, continued to participate in DOH / NCQAC rules writing concerning recognition of CNSs as ARNPs, retired nurse category, etc.
- Strengthened engagement with ARNPs United and the NCQAC ARNP Subcommittee to address issues in advanced practice
- Completed revision of booklet *Your Nurse Practice Act and the Disciplinary Process;* distributed during all Culture of Safety CNE events and at other venues, posted on web site
- Expand networking with various nursing specialty organizations including potential development of more formal "affiliation agreement" with WSNA
- Ongoing recruitment to support CEARP and CEPP programs
- Continue monitoring rest and meal break practices and staffing issues
- Develop improved environmental scanning methods to ensure PNHCC stays on the forefront of issues that nurses face in the practice arena
- Continue expansion and functionality enhancements to WSNA's on-line continuing education program
- Continue to identify additional strategies to better enhance and strengthen WSNA image particularly among non-collective bargaining audiences
- Continue to participate in discussions regarding multi-state licensure

LEGISLATIVE & HEALTH POLICY COUNCIL

Chair: **Ed Dolle**, Port Orchard; Members: **Patty Hayes**, Tumwater; **Joni L. Hensley**, Everson; **Angela M. Mathis**, Seattle, **Elizabeth Caley Stewart**, Vancouver; **Lynnette K. Vehrs**, Spokane; **Dawn Morrell**, Puyallup, **Julia Weinberg**, WSNA President, Ex-Officio

ISSUES & PRIORITIES

- Nursing shortage
- Target funding for nursing education programs
- Access to care & health care reform implementation
- Funding for health safety net programs
- Economic value of nurses
- Patient safety and quality improvement in health care
- Fatigue
- Health and safety
- Safe staffing
- Collective bargaining & free speech rights

GOALS

- Pass legislation on minimum nursing staffing standard, uninterrupted breaks and close loophole on mandatory overtime law.
- Protect public health funding
- Funding for nursing education
- Protect funding for key health safety net programs
- Protect nursing practice to ensure patient safety

The WSNA Legislative and Health Policy Council recommended a Legislative and Regulatory Platform and Agenda to the WSNA Board of Directors in 2011 and 2012. The Platform and Agenda can be found on the WSNA website at www.wsna.org.

SIGNIFICANT ACHIEVEMENTS

Campaign for Patient Safety Reform

We have heard from members loud and clear. There is outrage over the ineffectiveness of the hospital nurse staffing committees; there is frustration with the ongoing fight to get uninterrupted meal and rest breaks; and there is anger over the increased use of pre-scheduled call to bypass the mandatory overtime law.

Current staffing law isn't effective.

- While staffing committees have been established at most hospitals, their ability to truly influence staffing decisions have been undermined every step of the way.
- We have numerous examples where the staffing committees' recommendations are ignored, vetoed or altered without any feedback or input from the committee.
- We have seen an increase in hospital restructures and layoffs, none of which went through the nurse staffing committees.
- There is no enforcement in the current law and our original goal of giving staff nurses meaningful input into staffing decisions to ensure safe and quality patient care has not been met.

Intermittent meal / rest beaks have become a wide-spread problem, despite multiple lawsuits and arbitrations. And employers continue to take advantage of the loophole in mandatory overtime law by using prescheduled on call to circumvent the overtime law

WSNA has exhausted all other efforts including:

- Over 500 hours of discussions with Hospital Association and Nurse Executives since 2008 on staffing and meal / rest breaks
- Countless hours at the LU level including arbitrations
- Continued work with state regulatory agencies to change and enforce current laws and regulations
- Lawsuits at multiple hospitals

As a result, WSNA launched a major legislative effort in 2012 that includes the following three legislative proposals:

Safe RN Staffing Now

- SAFETY STANDARDS Establishes minimum statewide staffing standards.
- CUSTOMIZATION Uses the current nurse staffing committees at each hospital to tailor staffing plans to the specific needs of each unit.
- AUTHORITY Mandates that hospitals must implement the staffing plan approved by the nurse staffing committees.
- PROFESSIONAL JUDGMENT Ensures that RNs are not assigned to other units without training and competency evaluation.
- TRANSPARENCY Collection and public disclosure of specific nursing sensitive patient outcomes data.
- ACCOUNTABILITY Prompt investigation of staffing complaints, corrective action required for violations with a potential civil penalty of $10,000 for violation.

Uninterrupted Meal & Rest Breaks

- Requires hospitals to provide nurses and other direct patient care workers uninterrupted meal and rest breaks.
- Allows a break to be interrupted if the specific expertise or skill of the nurse on break is needed to prevent patient harm.
- Requires hospitals to track breaks and provide training to all staff on the importance of taking breaks.

Expansion of Mandatory Overtime Law

- Eliminates loopholes in the existing overtime law so that prescheduled on-call is subject to mandatory overtime laws and may not be used to fill chronic staffing shortages.
- Prevent hospitals from scheduling non-emergency procedures that would extend the nurse's shift to overtime.
- Expands protection to other health care workers.

Budget Priorities

WSNA believes that an all cuts approach to the current budget crisis will further endanger the health and safety of our communities. We urge the Governor and the Legislature to consider all options including new revenue and closing tax loopholes to preserve the safety net infrastructure such as:

Preserve Key Health Safety Net Programs

By denying these services, Washington tax payers stand to experience higher costs due to increased emergency room visits and more expensive treatment of chronic illness that could have been better managed or prevented. WSNA supports preserving the infrastructure of safety net programs including:

- *The Basic Health Plan*
  With the number of uninsured in Washington at a record high, the BHP is the only affordable option for WA residents who are self-employed or whose employer does not offer coverage. Although the age of participants have increased, the BHP keeps health care cost low.
- *Apple Health for Kids*
  This program provides health coverage for low income children. Washington has secured millions in new, flexible federal funding because of the state's leadership in providing health care for children., dental check-ups.
- *Disability Lifeline*
  This is the only source of medical care for individuals who are unable to work and don't have access to employer based insurance coverage or the individual market.
- *Interpreter Services*
  70,000+ residents in Washington State will lose interpreter services. Inability to communicate with patients means increased medical errors or wrong or unnecessary treatment.
- *Prescription Drug Coverage*
  Adult Medicaid pharmacy benefits for 277,000 clients.

Nursing Education

Washington's health care needs grow, and health reform brings higher demand for access to quality to care. WSNA is working with coalition partners to enhance nurse faculty recruitment and retention. About 23% of nurse educators were expected to retire by 2012. While WA State will need 60,000 RNs by 2030, current capacity would leave the state short 30,000 registered nurses.

PUBLIC HEALTH NURSES & PUBLIC HEALTH FUNDING

WSNA continues to be a leader in fighting for public health funding and a champion for public health nurses. WSNA staff co-chairs the Public Health Roundtable, a coalition of organizations committed to securing a long-term, adequate and stable source of funding for public health. WSNA staff also sits on the Washington State Public Health Association Board of Directors as Vice President. In Olympia, WSNA provided testimony in support of funding for key public health programs, such as Maternal Support Services and fought to preserve core public health funding.

NURSE LEGISLATIVE DAY

The L&HPC has the primary responsibility for planning Nurse Legislative Day which each year has continued to draw nearly 700 registered nurses and nursing students from every corner of the State. Keynote speakers have included Governor Chris Gregoire and current Governor Jay Inslee. Morning education sessions on WSNA's legislative priorities are followed by afternoon legislator visits.

GRASSROOTS ADVOCACY

WSNA continue to enhance our efforts to educate nurses and nursing students about WSNA's legislative priorities in Olympia and the importance of nurses' engagement in the political process. The addition of Political Action Coordinator on staff has greatly increased out grassroots advocacy. Some of successes in 2012 along include:

- **2,010** — individual emails sent to Legislators
- **Continued stream** of nurses visiting lawmakers in and out of Olympia
- **10,044** — total number of robocalls to nurses about HB 2501
- **272** — total number of patch-throughs into Olympia out of 3000 connected calls
- **516** — total number of handwritten letters collected and mailed to Legislators
- **160** — attendees at the regional dinners in Tacoma, Vancouver, Longview and Spokane
- **2,000** — number of nurses who received information about the campaign in person as part of the patient safety RV tour across the State
- **1,500** — number of personal calls to members in targeted legislative districts
- **277** — number of personal conversations with members

WSNA POLITICAL ACTION COMMITTEE WSNA-PAC

Chair: **Kathleen Lange**, Seattle, Members: **Betty J. Blondin**, Tacoma; **Deborah K. James**, Everett; **Pamela Newsom**, Seattle; **Tashina L. Nunez**, Yakima; **Margaret L. Schmidt**, Oak Harbor, **Julie A. Thomsen**, Spokane; **Veletta P. Wornath**, Vancouver; **Elizabeth P. Zadra**, Tumtum; **Julia Weinberg**, WSNA President, Ex-Officio

GOALS

- Conduct 2012 Candidate Health IQ Endorsement Process
- Educate candidates on WSNA's legislative priorities
- Promote nursing candidates
- Support candidates who are supportive of nursing and health care priorities
- Engage more nurses in the election process

2012 ELECTION ACTIVITIES

Candidate Interviews

We held 27 candidate interview sessions, interviewing 56 different candidates (for congress, statewide office, and the state legislature). 46 different WSNA members participated in these interviews, and we also had 10 participating members in the Washington State Labor Council's COPE convention. In general, WSNA's endorsed candidates did (or, at least at this time, APPEAR to have done!) pretty well. WSNA endorsed a total of 72 endorsed candidates. Of those, 59 won and 13 lost.

Member Events Supporting Our Candidates

We organized seven major member-based outreach actions in support of our RN priority candidates, and participated in four other events organized by other organizations.

The seven events we organized focused on participating members calling WSNA members in relevant legislative districts and urging them to vote for our candidates. The first three of these events were in July – before the August 7 Primary. For these, we had 18 distinct participating members, and made a total of 242 calls. The last four events we organized were in late September and October – ramping up to the just-concluded General Election. For these, we had 34 distinct participating members, and made a total of 543 calls.

We also had nine members who participated in four Labor Neighbor events – joining forces with the Washington State Labor Council's political outreach program.

Significant Outreach to Members

- We mailed out a 12-page Voter's Guide to 11,788 WSNA members across the state. This Guide listed all of WSNA's statewide and legislative endorsements, our ballot measure recommendations, and the ANA's federal endorsements. It also featured detailed biographical paragraphs on 13 priority candidates – Jay Inslee, Bob Ferguson, Kathleen Drew, Dawn Morrell, Tami Green, Mary McNaughton, Rosemary McAuliffe, Larry Crouse, Mark Mullet, Denny Dellwo, Dan Swecker, Jeannie Darneille, and Bud Sizemore. Though we had some "hitches" with the timing, most of our targeted members received it around the 23rd of 24th of October.
- We sent Robo-Calls to a total of 3,314 WSNA members living in the relevant districts in support of 14 priority candidates.

High Profile Participation in Candidate Events

- June / July – WSNA staff **meet with Jay Inslee and his staff** to brief him on WSNA's work and policy positions in health care.
- October 17 – WSNA staff and RN Sofia Aragon joined with others to record a **TV commercial** in support of Health Care Reform and of Jay Inslee
- October 23rd – WSNA staff Robin Fleming spoke at a **press conference on Women's Health** and in support of Jay Inslee, appearing with Senator Karen Keiser and Trudi Inslee
- October 27th – 10 WSNA activist members participate in **campaign fundraiser luncheon** for Jay Inslee, featuring Jennifer Granholm as keynote speaker.
- November 2 – WSNA staff Sofia Aragon was a featured speaker at a **rally in Kirkland** with Patty Murray, Maria Cantwell, Jay Inslee, Suzan DelBene, and Bob Ferguson.

BYLAWS/RESOLUTIONS COMMITTEE

Chair: **Anita Stull**, Seattle; Committee Members: **Joanna Boatman**, Kalama; **Sally Herman**, Mount Vernon; **Beatrice Wolf**, Spokane

The Bylaws / Resolutions Committee met on November 26, 2012; and by telephone on January 10 and January 28, 2013.

To ensure alignment with changes in the American Nurses Association bylaws, the WSNA bylaws were reviewed. The committee recommended editorial/non-substantive changes to the WSNA Board of Directors. Substantive changes were also forwarded to the WSNA Board of Directors for approval and notice to the members on the WSNA website and in the Spring 2013 issue of *The Washington Nurse*. The proposed amendments will be presented to WSNA General Assembly on May 2, 2012 for review and perfection and then sent to the full membership for a mailed ballot vote.

The Committee considered three proposed non-emergency resolutions that were submitted by the deadline.

The proposed resolutions are:

1. "Mandatory Labeling of Genetically Engineered Food"
2. "Child Health initiative: RN-to-Student Ratios"
3. "Providing Leadership to Preventing Overmedication in Older Adults"

By March 1, 2013, one Emergency Resolution had been received and was accepted for consideration by the General Assembly: Emergency Resolution #1 "Health Care Providers, Public Health, and Education About Gun Violence."

These proposed resolutions were approved by the WSNA Board of Directors Executive Committee and were published on the WSNA website and in the Spring 2013 issue of *The Washington Nurse*. They will be presented for consideration and action at the WSNA Convention General Assembly meeting on May 2, 2013. The Committee will meet again prior to the 2013 General Assembly to consider any additional Emergency Resolutions and Courtesy Resolutions. Deadline for submission of Emergency Resolutions is 7:00 a.m. at the Convention Site on May 2, 2013.

CONVENTION PLANNING COMMITTEE

Chair: **Jennifer Graves**, Seattle; Members: **Betty Blondin**, Tacoma; **Debra Brinker**, Spokane; **Sally Herman**, Mt. Vernon; **Judi Lyons**, Ellensburg; **Bronwen O'Neill**, Everett

The 2013 Convention Planning Committee first met on January 27, 2012 to develop plans for the 2013 WSNA Convention. In order to reach a broader audience of nurses from across the State, the convention name was modified to The Washington State Nurses Convention and new marketing strategies were implemented to ensure all registered nurses would receive information about our convention. The pre-conference session was purposely redesigned to be part of the full convention program, and many options were added to allow for "self-care" and networking time specifically reaching out to school nurses and nurses working in long-term care. Given the WSNA Convention immediately precedes the annual NSWS Convention, additional activities were added for a Friday night "welcome" for student nurses including a presentation of the play Bedside Manners by Suzanne Gordon.

The format consists of the keynote speakers, biennial meeting, breakout sessions, poster presentations and vendor exhibits. A simulation lab vendor will be present with engaging learning experiences using simulation techniques. Additionally, there will be options to complete several CNE learning modules for additional contact hours.

Plan on attending the convention May 1, 2, and 3 at the Tulalip Resort. Come renew friendships, make new friends, and participate in establishing our future direction. The WSNA members' General Assembly business meeting will provide an opportunity to shape WSNA's goals and illuminate personal opportunities to advance the profession of nursing.

NOMINATIONS/SEARCH COMMITTEE

Chairholder: **Sarah Herman**, Mount Vernon; Members: **Kim Armstrong**, Olalla, **Danielle Feist**, Spokane; **Martha Goodall**, Mead; **Jean Pfeifer**, Tonasket; **Muriel Softli**, Seattle

The Nominations / Search Committee met on December 14, 2012. The purpose of the meeting was to prepare the ballot for WSNA 2013-2015 elected offices. In accordance with WSNA Bylaws and policy, the Committee reviewed the candidates' consent-to-serves that had been submitted and placed them on the initial ballot. To complete the ballot, additional WSNA members were contacted via telephone to obtain their consent to be added to the ballot and consent-to-serve forms were obtained. The WSNA Bylaws allow members to self-declare for offices and a cut-off date of March 1, 2013 for self-declared candidates was established and published. The initial ticket of candidates for elective offices was printed in the Winter 2013 issue of the Washington Nurse and will be reprinted in the Spring 2013 Washington Nurse. The ticket, including candidate statements, will also be posted on the WSNA website.

The draft ballot for the elected offices, including self-declared candidates, will be presented to the 2013 WSNA General Assembly on May 2, 2013. Additional nominations from the floor will be accepted and added to the ballot. A final ballot will be mailed to WSNA membership following the close of the 2013 WSNA General Assembly. Write-in names will be allowed.

ECONOMIC & GENERAL WELFARE NOMINATING/SEARCH COMMITTEE

Jon Olson, Kelso; **Betty Blondin**, Gig Harbor; and **Martha Goodall**, Mead

The Economic and General Welfare Nominating / Search Committee met on December 14, 2012. 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 7 At-Large Cabinet members; the Economic and General Welfare Nominating / Search Committee, Delegates to the 2015 NFN National Federation Assembly, and a WSNA Director to the National Federation of Nurses National Executive Board. 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. To complete the ballot, additional WSNA members were contacted via telephone to obtain their consent to be added to the ballot and consent-to-serve forms were obtained. The WSNA Bylaws allow members to self-declare for offices and a cut-off date of March 1, 2013 for self-declared candidates was established and published. The initial ticket of candidates for elective offices was printed in the Winter 2013 issue of the Washington Nurse and will be reprinted in the Spring 2013 Washington Nurse. The ticket, including candidate statements, will also be posted on the WSNA website.

The draft ballot for the elected offices, including self-declared candidates, will be presented to the 2013 WSNA General Assembly on May 2, 2013. Additional nominations from the floor will be accepted and added to the ballot. A final ballot will be mailed to WSNA Bargaining Unit members in good standing following the close of the 2013 WSNA General Assembly. Write-in names will be allowed.

OCCUPATIONAL & ENVIRONMENTAL HEALTH & SAFETY COMMITTEE

Chair: **Tim Davis**, Mt. Vernon; Members: **Karen Bowman**, Seattle; **Sally Budack**, Tacoma; **Annie Bruck**, Bellevue; **Joni Hensley**, Everson; **Evelyn Street**, Olympia; **Patricia Tobis**, Bellevue

The Occupational and Environmental Health and Safety Committee held 4 meetings during 2011-13: January 23, 2012; April 30, 2012; October 1, 2012; February 4, 2013.

PROMOTE HEALTH & SAFETY

Promote health and safety through awareness and education among nurses in all settings

- Completed and published research study Nurses' uniforms: How many bacteria do they carry after one shift? Journal of Public Health and Epidemiology Vol. 4(10), pp. 311-315, December 2012
- Finalized and distributed pocket card Masks and Respirators: When and where?
- Completed deliverables for Washington State Labor and Industries Safe and Health Investment Project (SHIP) grant in collaboration with Washington State University including nursing student education DVD, Safe Lift Decisions palm card, Guidelines for a safe practice environment regarding safe patient handling, and an online CNE module Protecting Nurses as a Valuable Resource: Washington State's Safe Patient Handling Law that has been completed by more than 65 participants.
- Completed Talking Points regarding twelve hour shifts, a 2011 Convention Resolution.
- Provided input for 2013 Pre-Convention Survey addressing health and safety concerns of nurses.

ADVISE & RECOMMEND

Provide advice and recommendation to WSNA Leadership in the development / amendment of policy, coalition partnerships, and research efforts regarding specific health and safety topics

- Trudy Bialic, Director of Public Affairs PCC Natural Markets regarding Genetically Modified Organisms (GMO) attended OEHSC meeting culminating in draft of

2013 Convention Resolution Mandatory Labeling of Genetically Engineered Food
- Drafted palm card initiated regarding Health and Safety Tips for the Reproductive Family
- Drafted Health and Safety Palm Card on Health Hazards and Control Measures in the Health Care Industry.
- Assessed aging population workforce literature and adopted RWJF document Wisdom at work document as resource for WSNA members; document has been referenced by several E&GW attorneys
- Continuing to engage WSNA Leadership in dialogue regarding twelve hour shifts
- Engaged Karen Bowman, MS, RN, COHN-S, WSNA Environmental Health Specialist, to develop environmental health position paper and online CNE module; drafts initiated; online CNE on Conducting an environmental assessment completed

PROMOTE NETWORKING & COMMUNICATION

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

- Continuing to seek identification and engagement of nurses who populate organizational health and safety committees per 2011 Convention Resolution regarding workplace engagement
- Continue to incorporate occupational and environmental health topics into annual Nurse Legislative Day program; sessions remain very well attended

ADVOCATE

Advocate to policymakers and the public about the issues and role of nurses in workplace and environmental health

Through the efforts of Karen Bowman MS, RN, COHN-S, WSNA Environmental Health Specialist, WSNA maintains a strong presence in collaboratives concerning public and environmental health.

CHEMICAL POLICY REFORM

- State: WSNA is a senior member now of the Toxic Free Legacy Coalition. The coalition supports phasing out toxic chemicals in the environment. WSNA has been instrumental in years past for passing landmark policies protecting human and environmental health; PBDE ban, Children's Safe Products Act, Safe Baby Bottle Act banning BPA. We are currently supporting the Toxic Free Kids and Families Act that bans the toxic flame retardants Chlorinated Tris (TDCPP and TCEP)
- The Children's Safe Products Act was the first in the Nation to place limits on Cadmium, Lead and Phthalates in children's products. This bill pushed federal legislation which usurped the State's limits. However, what it didn't eliminate was the development of a list of high priority chemicals injurious to a child's health. This legislation formed the underpinnings of the 2011 Children's Safe Products Bill which requires toy manufacturers to list the chemicals in their products and provide safer alternatives to those "high priority" chemicals. This can now be found at https://fortress.wa.gov/ecy/cspareporting/
- Federal: WSNA has taken a leading role in support of the Safe Chemicals Act of 2011 and 2012 sponsored by Senator Lautenberg and collaborates with Safer Chemicals Healthy Families, Health Care Without Harm and the Alliance of Nurses for a Healthy Environment providing the nurse's voice to Chemical Policy Reform

BUILD CAPACITY IN NURSING FOR PUBLIC & ENVIRONMENTAL HEALTH

- Developing environmental health nurse advocates through the preceptor programs in the University of Washington main, Bothell and Tacoma campuses, Seattle University and through instruction of the Occupational and Environmental Health Nursing course within the Partnerships in Community Health Nursing Course BNURS409 at the University of Washington Bothell Branch.
- Maintained WSNA leadership in environmental health nursing at the national level by providing education and consulting to Health Care Without Harm, the Alliance of Nurses for a Healthy Environment and the National Federation of Nurses.

PROTECT NURSES ON THE JOB

WSNA continues to be a active participant in the Hazardous Drug Rule ESSB 5594 which implements rules on the safe handling of antineoplastics and other hazardous drugs. WSNA is the only nursing union that is a member of the Charter Hazardous Drug Advisory Committee which provides recommendations in the development of Model Programs for industry implementation. The rule and information on Committee activities may be found at www.lni.wa.gov/Safety/Topics/AtoZ/HazardousDrugs. The public is welcome to participate in the general meetings.

RESPOND TO EMERGING OCCUPATIONAL & ENVIRONMENTAL HEALTH THREATS

- Take Back Your Meds. WSNA has supported this legislation for four years in Washington State, which would have protected our kids and our families by creating a statewide system for secure return and environmentally sound disposal of leftover prescription and over-the-counter medicines from our homes. The Washington State Public Health Association awarded the Take Back Your Meds Coalition of which WSNA is a member, with the 2012 Health Champions Award in the category of preventing use of alcohol

/ tobacco / other drugs. WSNA continues to support this issue by supporting the development of a King County Take Your Meds Ordinance. http://your.kingcounty.gov/solidwaste/take-back-your-meds/index.asp

- WSNA supports Washington citizens' "right to know" if their food is a product of "genetic engineering." WSNA supports the national movement "Just Label it" and the State Initiative I-522 "The Peoples Right to Know Genetically Engineered Food Act"and SB5073.

MOVING FORWARD

Work continues in each area and includes, but is not limited to the following:

- Identify next steps regarding nursing uniform study including but not limited to broad dissemination of findings with recommendations
- Distribute Health and Safety Tips for the Reproductive Family pocket card once finalized
- Develop a "tool kit" / resources for nurses who are members of organizational safety committees
- Continue to monitor any proposed legislation regarding occupational and environmental health
- Continue to update and develop new WSNA health and safety promotional and print materials
- Continue to increase committee partnerships by inviting key coalition organization members to meetings to share priorities, initiatives, and identifying additional strategies for future work together
- Establish nurses as leaders in health care, protecting public health and the environment.

DISASTER MANAGEMENT & EMERGENCY PREPAREDNESS COMMITTEE

Chair: **Heather Stephen-Selby**, Renton; Members: **Tyler G. Dalton**, Bellingham; **Muriel Softli**, Seattle; **Peggy Slider**, Spokane; **Randy Beaton**, Seattle (ad hoc member)

The Disaster Management and Emergency Preparedness Committee held 4 meetings during 2011-13: February 22, 2012; August 2, 2012; October 4, 2012; and April 3, 2013.

INCREASE PREPAREDNESS

Increase the preparedness of nurses for providing nursing care during periods of disaster / other emergencies

- Participated on the Department of Health Crisis Standards of Care Legal Workgroup to identify regulatory issues that pose a potential barrier to providing care during a disaster; areas potentially impacting nursing were identified including prescriptive authority, dispensing medications, delegation and documentation.
- Continued to market WSNA emergency preparedness kits for purchase
- Contributed to development of WSNA Pre-convention survey regarding nurses' understanding of their role during emergencies / disasters, personal emergency preparedness, and duty to respond

COLLABORATE

Collaborate with other national and statewide organizations / agencies and nursing specialty groups regarding the role of the RN in emergency preparedness / disaster management

Updated WSNA web site regarding emergency preparedness to include: links to register as emergency workers through Medical Reserve Corp (MRC), Washington State Health Volunteers in Emergencies (WAHVE), and American Red Cross programs; link to ANA Issue Brief re: duty to respond; additional training programs offered via FEMA, Washington Military Dept., American Red Cross, and NDMS.

IDENTIFY WSNA'S ROLE IN EMERGENCIES & DISASTERS

- Working in collaboration with Occupational and Environmental Health and Safety Committee, completed palm card illustrating appropriate use for various masks in clinical setting
- Reviewed several existing documents identifying competencies needed for emergency / disaster response

PROMOTE MOBIIIZATION

Promote and enhance the mobilization of RNs in response to emergencies and disasters

- Met with Department of Health regarding need to link volunteer registration to licensure renewal process especially now that online renewals are available to RNs; DOH positively received suggestion and is working on developing such
- Provided testimony during NCQAC rules-writing concerning development of retired nurse category for RN licensure allowing for active practice during an emergency or disaster without meeting the full continuing competency 531 practice hours requirements every three years

MOVING FORWARD

Work continues in each area and includes, but is not limited to the following:

- Continue to examine legal issues and provide guidance to RNs and student nurses regarding scope of practice in the event of an emergency
- Collect data looking at the roles other State Nurses Associations have in regards to emergency / disaster management
- Collaborate with ANA and/or ENA re: development of learning module on nurse competencies needed during emergency response
- Survey nurses who have responded to disasters to assess what they were asked to do, what core competencies they felt were needed by others wishing to get involved, what recommendations they might have for others re: how to better prepare to respond, what they wish they had packed to take with them, what they

learned, what they felt they lacked in training that might guide educational planning
- Develop WSNA promotional material regarding emergency / disaster volunteer opportunities, frequently asked questions, training resources
- Make presentation to DOH Public Health Emergency Preparation & Response Committee re: focus of WSNA's committee, request suggestions re: RN role / how to increase RN engagement / links to other work underway, nursing student potential roles, review current continuing competency requirements to assist others in engaging RNs as volunteers, role of parish nurses, request to share names of other RNs participating in emergency preparedness activities (i.e. add to registration forms ok to share name with WSNA / other relevant contacts)
- Continue to monitor NCQAC Retired Nurse category and develop outreach strategy to engage and mobilize those nurses for emergency / disaster response
- Develop disaster recovery strategies, i.e. PTSD education, debriefings including Critical Incident Stress Debriefing support resources potentially adding such to WSNA on-line CNE program

CEARP COMMITTEE

Chair: **Lisa Leurquin-Hallet**, Redmond; Committee Members: **Louanne Hausmann**, Spokane; **Erica Helmick**, Boise, Idaho; **Janet Holloway**, Spokane; **Jean Kautzman**, Center, North Dakota

REVIEW & APPROVE

Conduct the CEARP program review and approval process in accordance with the American Nurses Credentialing Center – Commission on Accreditation (ANCC-COA) accreditation program criteria.

- Reviewed 29 provider unit, 101 faculty-directed, and 10 independent study applications, resulting in a total of 140 applications reviewed.
- All Guidelines for Provider Unit (PU) applications were revised in 2012 to conform with the new ANCC criteria which requires a narrative response from applicants (rather than a check-the-box approach). WSNA CEARP PU application process, effective Jan 1, 2013, will now be a more narrative process with Applicants required to describe their internal operations and planning process in more detail per the new ANCC requirements. A new scoring rubric will be used to measure PU applications and acceptability.
- Instituted an annual monitoring system to assure approved Provider Units are continuing to comply with ANCC & WSNA CEARP criteria during their approval period.
- Submitted renewal accreditation application and WSNA CEARP received four-year accreditation as approver of continuing nursing education by ANCC.
- As required by ANCC, to ensure reviewer consistency in evaluating and scoring PU applications, two WSNA CEARP Committee members and two WSNA Staff members completed the required ANCC Nurse Peer Review Training; one staff member passed the required scoring test and remainder are awaiting results for their training scores.

IMPROVE PROCEDURES & PROCESSES

Regularly evaluate and revise CEARP policies and procedures to maintain an updated, efficient and reliable review process.

- CEARP policies, procedures, criteria, and forms were revised to reflect changes required by ANCC, recommendations by reviewers, and requests from CNE providers.
- CEARP internal process timelines were modified to facilitate tracking of applications.
- Processes to gather evaluation and other feedback from providers of CNE activities were modified; CEARP committee analyzes this data at each of three annual meetings and makes changes accordingly.
- Inter-Reviewer Reliability (IRR) reviews were held twice a year to assure consistency in application criteria reviews and included committee discussions of identified discrepancies in the review findings. Results identified needed changes in guidelines / forms to further clarify intent and information needed from applicant. There will be three IRR meetings in 2013.

GUIDE & EDUCATE

Educate providers of continuing nursing education (CNE) about ANCC and WSNA CEARP criteria through such means as workshops, written materials, and consultation.

- Held successful annual updates (a workshop in 2011 and webinar in 2012 to save travel expenses for long-distance providers) for approved Provider Units and those anticipating application for Provider Unit status. These were well-attended and most informative. Zandra Ohri, MA, MS, RN, Director of Continuing Education for Ohio Nurses Association and Appraiser with the ANCC Accreditation Program was the keynote speaker at both sessions.
- Published "HIGHLIGHTS" twice a year which is distributed to all approved applicants to inform them about any changes in ANCC and WSNA CEARP CNE application guidelines / criteria and ways to improve their required documentation of

applications and provision of CNE; distributed through website and blast e-mail.
- Updated web site materials and information as to criteria, guidelines, application forms, and criteria review sheets.
- Provided ongoing consultation with providers of CNE activities by phone and e-mail communications about the application criteria and guidelines.
- Developed and distributed pocket card checklist Choosing Continuing Education that is Right for YOU.

MOVING FORWARD

Goals Still to be Accomplished:

- Continue work with reviewers to achieve goal of 80% agreement on Inter-Rater Reliability reviews.
- Continue development of strategies to improve response rates on applicant evaluation / feedback surveys.
- Strengthen ANCC required monitoring processes of approved Provider Units and other approved activities.
- Continue work to recruit and retain CEARP reviewers for the committee.

WASHINGTON STATE NURSES FOUNDATION WSNF

President: **Susan E. Jacobson**, Yakima; Vice President: **Jennifer Graves**, Seattle; Secretary / Treasurer: **Vee Sutherlin**, Nine Mile Falls;Trustees: **Kim Armstrong**, Olalla; **Tim Davis**, Mt. Vernon; **Sonya Miller**, Puyallup; **Judi Lyons**, Ellensburg; **Sally Herman**, Mt. Vernon; **Julia Weinberg**, WSNA President

The Foundation Board of Trustees met five times in the 2011-2013 biennium: March 28, 2011; October 31, 2011; March 5, 2012; September 7, 2012; and March 15, 2013.

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 performed well even during these tough economic times. WSNF's goal is to continue to have a diversified and balanced portfolio and to make prudent investment decisions.

In addition to donations, the primary fund raising event in 2011 was the silent auction at the WSNA Convention. Proceeds from the 2011 Convention totaled $16,320 including auction items purchased and money collected for the Deo Little Scholarship Fund. Over $3200 was raised for WSNF during the 2011 Leadership conference.

During 2011 – 2013, WSNF provided $12,500 in scholarships in support of students completing entry-level and graduate nursing education. Additionally, WSNF awarded $500 to Janet Primomo, PhD, RN, for funding to support a lecture at the University of Washington Tacoma in honor of the 20th anniversary of the nursing program. Our hope is to expand and grow our mini grant application and recognition program in the future.

Scholarships Awarded 2011 – 2012

BSN Students ($1,000 each): **Sumi Kim**, **Katy Larpenteur**; ADN Students ($1,000 each): **Christopher M. Nelson**, **Bambie Samone Fontana**, and **Aleksandra Abney**

Scholarships Awarded 2012 – 2013

Doctoral student ($2,000): **Jennifer Caputo**; BSN students ($1,250 each): **Elmira Jangi Khatounabad**, **Timothy Mathis**, **Charrisse Timbol**, and **Brittany Van Winkle**

Scholarship and Grant recipients were extremely appreciative of the support and honor of these awards to assist them with their expenses.

To our many donors, we truly appreciate your financial support so that we are able to continually provide for those advancing their education in nursing. Thank you for all your support to assist WSNF to increase the Deo Little Scholarship Endowment Fund. We are excited to see you at the upcoming 2013 WSNA Convention and WSNF auction.

KING COUNTY NURSES ASSOCIATION DISTRICT 2

President, **Anne Poppe**; Board of Directors: Barbara West, Vice President; **Shannon Roosma-Goldstein**, Secretary; **Janice Ellis**, Treasurer; Members At Large: **Heather Barr**; **Karen Brozovich**; **Lori Cross**; **Deborah Greenleaf**; **Antwinett Lee**; Angel Mathis; **Pamela Newsom**; **Maureen Niland**; **Catherine Powers**; **Sue Vermeulen**, Executive Director.

Goals

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

RN Professional Education

Continuing Nursing Education opportunities included:

- So You Want to Renew Your RN License? (3 sessions)
- Multiple Sclerosis: Learn the facts. Be informed. Be amazed.
- Address Mental Health Issues in Non-Psych Settings
- Chinese Medicine and Qi Gong
- Fall Nursing Summit: Orientation to Public Health Reserve Corps & Helping the Homeless
- Foot Care
- Fall Nursing Summit: Mental Health Issues
- Creating a Culture of Safety (2 sessions)
- Fall Nursing Summit: Mental Health Issues
- Heart Truth: Cardiovascular Health for Women
- Social Media
- Core Measures & Value-Based Purchasing

District Meetings were held annually to provide members with an opportunity to learn about KCNA activities and to announce the slate of officers for election. The 2011 meeting featured an update on helping the homeless, and the packing of 400 "cold kits" for distribution to homeless vendors of Real Change newspapers. In 2012, the District Meeting included a presentation on Mentoring in Nursing: How a mentor relationship can change your (professional) life. The 2013 meeting focused on Social Media.

Member Services

Annual Shining Star Awards were presented to exceptional nurses at the 2011 and 2012 annual meetings: **Mary Fatica**, Seattle Chidren's Hospital; **Wayne Quinn**, Health Care for the Homeless Network; and **Kathy Lewis**, retired from VA Nurses were nominated by their peers, and recognized for outstanding achievements in their profession and/or in the community.

Community Grants

- **Karen Brozovich:** $500 Elizabeth Thomas Grant to purchase GED study guides for young mothers who are Nurse Family Partnership clients in King County. Additional grant awarded in 2012 for $700 for more GED study guides.
- **Angel Mathis:** $1,000 Elizabeth Thomas Grant to purchase books and implement the Reach Out and Read program at Carolyn Downs Family Medical Center. The target audience is children 6 months to 5 years, and their parents.
- **Kathleen Lange:** $500 Community Grant for Hale Cooks!, a nutrition and food preparation series for teens at Meadowbrook Teen Center. Collaboration with Group Health Cooperative and Public Health.
- **Kathleen Lewis:** $1,000 Community Grant for Foot Care project in homeless shelters including Union Gospel Mission and Recover Café.

Communication

Published quarterly issues of **Advocate newsletter** for all KCNA members and monthly editions of the e-newsletter, **News2Use**, for those who are subscribed. Social Media Policies were adopted in 2012 and a Facebook page was launched.

Other Work

Conducted the **biennial survey** of KCNA membership to determine organizational priorities.

Active **Special Interest Groups** include Nursing Practice and Neighborhood Health.

Provided financial support to members attending the **ANA House of Delegates** event.

Community Collaboration

Provided **financial support** to community organizations: Food Lifeline, Northwest Harvest, First Place, YouthCare, The Market Foundation, Treehouse, Solid Ground, Noel House, One4One, Renton Area Youth and Family Services, Asian Counseling and Referral Friends of Youth, Redmond Washington Women in Need, Real Change, UW School of Nursing Diversity Nursing Camp, Renton Technical College (for students to attend WSNA Legislative Day), Nursing Students of Washington State (for convention sponsorship), Filipino Nurses Association, Washington State Nurses Foundation, and Mary Mahoney Professional Nurses Organization.

KCNA also sponsored a table at the annual **March of Dimes Nurse of the Year** award event.

Each year, KCNA members participated in the **United Way Hunger Challenge** (March) and blogged about their experiences.

Each year, members organized a booth and distributed educational materials at the **Martin Luther King Day** celebration at Garfield High School.

KCNA continues to be involved in the issue of **homelessness** through a variety of projects including member involvement with Project COOL to pack backpacks for homeless students, participating in the One Night Count, and monthly health screening at two homeless shelters.

Student Involvement

In 2011 and 2012, KCNA contributed a total of $52,000 of **scholarships** to 23 deserving nursing students in King County. Scholarships are awarded to students who show academic excellence and community involvement. Scholarships were available to students pursuing basic degrees, RNB candidates and graduate degrees alike.

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

KCNA published several editions each year of the e-newsletter, **The Buzz**, designed to engage students at the nine nursing schools in King County. Information about scholarships were sent to 29 nursing schools across the state.

Fiscal Stability

KCNA Board develops and monitors the strategic plan that guides the work of the organization. The current plan is for 2011-2016. The Finance Committee monitors the budget and the investment portfolio to insure a balanced budget and fiscal responsibility. A process for Financial Review was developed and implemented in 2012.

PIERCE COUNTY NURSES ASSOCIATION DISTRICT 3

Board of Directors: President: **Evelyn L. Street**, Olympia; Secretary: **Amanda Mackey**, Fife; Treasurer: **Betty Blondin**, Tacoma; Director: **Susan M. Jacobson**, Tacoma; Director: **Carolyn MacLeod**, Gig Harbor; Director: **Sonya U. Miller**, Tacoma; Director: **Cathy Peterson**, Puyallup; and **Julie Long**, Tacoma, Executive Director

Issues & Priorities

- Increase exposure of PCNA to our local community and promote nursing and nursing education as a profession. To offer more educational offerings to the local nursing community.
- To increase community outreach / sponsorships
- Establish PCNA as a 501(c)(3) charitable organization
- Establish fundraising
- Increase scholarship awards for nursing students
- Attend high school career fairs and healthcare fairs
- Celebrate Pierce County nurses and Pierce County Nurse of the Year at our annual meeting / banquet

How Were Goals Met?

- Applied for **501(c)(3) designation**
- Offering 2 **education offerings** a year in conjunction with WSNA for LPN / RNs in our community
- Attending high school / college **career fairs** as well as healthcare professional career fairs
- **Sponsorship donations** to organizations in our community
- **Partnering with local area organizations** for mutual support and exposure
- **Annual banquet** in May to honor nurses

Current Status

- Planning is under way for our second educational offering of the year
- Planning is under way for our annual spring banquet
- Waiting for approval of 501(c)(3) designation so we may begin fundraising for scholarships

INLAND EMPIRE NURSES ASSOCIATION DISTRICT 4

President, **Vivian Hill**; President-Elect, **Bobbi Woodward**; Vice-President, **Louanne Hausmann**; Treasurer: **Martha Goodall**; Directors-at-Large: **Danielle Feist**; **Camille Sturdivant-Daly**; **Lynnette Vehrs**; **Kathleen Brown**; **Elizabeth "Libby" Zadra**; **Lori Brown**; General Duty: **Rachel Inman**; Community / Public Health: **Peggy Slider**; Nurse Education, **Lisa Miklush**

Issues & Priorities

The priorities of District 4 continue to be service to our members and fulfillment of our mission as detailed in our Mission Statement:

> The purpose of the IENA shall be to act and speak for the nursing profession and to promote and enhance the accountability and control of nursing practice by the nursing profession through:
>
> - Working for the improvement of health standards and the availability of health standards and the availability of health care services for all people and fostering high standards of nursing.
> - Stimulating and promoting the professional development of nurses.
> - Advancing their economic and general welfare.
>
> The functions of the IENA shall be to:
>
> - Promote standards of nursing practice nursing education, and nursing service as defined by the American Nurses Association (ANA).
> - Promote adherence to the ANA Code of Ethics for Nurses.
> - Influence legislation, governmental programs, and public health policy
> - Promote and protect the economic and general welfare for nurses
> - Provide for the continuing professional development of nurses
> - Encourage research in nursing and the utilization of research findings as a basis for nursing
> - Represent nurses and promote relationships with allied, professional, community and local governmental groups and with the public

- Assume an active role as consumer advocate in health
- Advocate the merits of professional nursing as a career
- Meet the qualification requirements as a constituent of WSNA, and
- Promote relationships with local chapters of the State of Washington Associated Nursing Students.

Goals

- Increase visibility of IENA among its members
- Increase utilization of IENA website
- Continue to provide CE offerings to our members
- Provide opportunities for IENA members to influence legislation, governmental programs, and public health policy
- Provide scholarships to include nurses at all levels of education as well as those seeking certification
- Provide recognition to nurse leaders in our district
- Continue to invest money efficiently and effectively
- Donate to worthy organizations
- Cosponsor events with other nursing organizations

How Were Goals Met?

- Efforts to increase visibility among our members by publicizing CE events, participation at large nursing and community events including our annual **"LUC Dinner on Us"** meeting with the WSNA local unit officers, and board members represented IENA with WSNA at **"Pride In Nursing."**
- To increase utilization of our website, we continue to employ a creative web manager and post timely updates to the website when indicated. We have also added a Facebook page to promote our events and increase attendance.
- We continue to provide two CE events a year, typically in March and May. In March 2012, we offered 2.25 CEs and had 82 nurses participate in a dinner / CE event on **"Introduction to Biotherapy"** by Sharon Mendez, RN, CWS, Wound Care Specialist, and **"Music-thanatology"** by Catharine Drum Scherer, MA, Certified Music Thanatologist. Our **Annual Spring Gala** was held in May 2012 and attended by 81 nurses who earned 1 CE on "Healthy Communication in the Health Care Environment" presented by Tracey Whybrow, BA, MS.
- Our responsibility to influence legislation, governmental programs, and public health policy was fulfilled in October with our annual fall **Legislative Reception.** Over 100 attendees heard from 14 legislators and candidates about issues directly affecting healthcare and nursing in Eastern Washington. WSNA was represented by President Julia Weinberg, Senior Government Affairs Advisor Sophia Aragon, and Political Action Coordinator Richard Burton. This event was cosponsored by the **Washington Association of Nurse Anesthetists** and the **Nurse Practitioners Group of Spokane**.
- We continue to sponsor a chartered bus to Olympia for **Nurse Legislative Day**. This opportunity to interact with legislators is critical for both practicing nurses and nursing students and provides the personal voice on healthcare issues that legislators need to make informed decisions.
- District 4 continues to provide for the continuing professional development of nurses through **scholarships** and **certification reimbursement**. Nurses at any level of education can apply for scholarships. In support of our practicing colleagues, we offer nurses seeking certification to apply for reimbursement.

Annual Scholarships Awarded

- 2012 Scholarship Winners of $1,000: **Katrina Harris**, WSU BSN Student; **Todd Demars**, WSU BSN Student; **Awet Berhe**, WSU BSN Student.
- 2011 Scholarship Winners of $1,000: **Alison Houchin**, BSN, RN, FNP-S; and **Kathryn Ormsby**, RN, MSN.
- Recognition of nurse leaders in District 4 is accomplished by member nomination. These excellent individuals are recognized annually at our Spring Gala and published on our website.

Annual Awards

- 2012 Award Winners: **Diana Blott**, RN, Excellence in Nursing Practice; **Janet Katz**, PhD, RN, Excellence in Research
- 2011 Award Winners: **Aaron Tosch**, RN, Excellence in Nursing Practice; **Kathleen Cope**, RN, BA, CNSN, Excellence in Nursing Leadership; and **Anne Bailey**, RN, BSN, CCRN, Lifetime Achievement
- District 4 maintains financial stability and slow growth through these challenging economic times. We take seriously our responsibility to support worthy causes in our community by donating to local charities:

2011 Donations

$250	WSU Health Care Team Challenge
$250	WSNA Spokane Unity Dinner
$50	WSNA Foundation – silent auction gift
$200	Spokesman Review Christmas Fund
$200	Sally's House – Salvation Army
$200	Transitions – Where Women & Families Grow
$200	Inland Northwest Honor Flight

2012 Donations

$250	Cleveland Visiting Scholar
$250	Cancer Patient Care
$250	Inland Northwest Honor Flight
$250	Women & Children's Free Restaurant & Community Kitchen

We continue to brainstorm ways to get more nurses involved in their professional organization. We have recently founded a **Public Relations Committee** established by enthusiastic members who are writing news articles for our website and quarterly newsletter. We are addressing the differences between district and the local unit. We have several members who are not in a local unit who serve on our board.

FORT VANCOUVER NURSES ASSOCIATION
DISTRICT 11

Marva Petty, District Contact

District 11 was inactive during the 2011-2013 biennium. However, the district continues to support the community and WSNA through the following activities:

- Provided continued financial support to the **Free Clinic of Southwest Washington** in memory of the clinic's first director, Marcia Howery and founder Dr. Sam Beall.
- Provided financial support for nursing scholarships to the **Clark College Foundation** in memory of long time FVNA members Linda Hein and Veda DeColon.
- Attended meetings of the **Constituent Representative Council**.

KITTITAS COUNTY NURSES ASSOCIATION
DISTRICT 18

Judi Lyons, Ellensburg, President; **Celeste Tapia**, Ellensburg, Secretary; **Diane Ellersick**, Ellensburg, Treasurer; Board Members: **Diane Barton**, Ellensburg; **Jodi Huschka**, Ellensburg; **Sue Lowatchie**, Ellensburg; **Pam Clemons**, Ellensburg

Issues & Priority

- Improve communication with members
- Regionalize educational meetings to improve member attendance and decrease costs
- Encourage increased participation at WSNA events, WSNA Convention in 2013, Leadership Conference in Chelan, and other educational offerings.

Goals

- Inform members on contract language meaning
- Continue good working relationship with administration to resolve issues before grievances arise.
- Sponsor a **unity dinner** in Ellensburg yearly
- Take advantage of WSNA's excellent blast e-mail program to get information out to all members

How Were Goals Met?

- Schedule frequent meetings to discuss **contract issues**
- Sponsor events with nearby districts for **continuing education**
- Encourage members to attend **WSNA** and **ANA events** and reimburse their attendance
- **Recognize and support nurses** who participate in District, Local Unit, Nurse Practice, Safe Staffing and Conference Committee levels
- Utilize **e-mail** blast program and **Robo calls** to members to get needed information to all members

WSNA Nurse Legislative Day, Olympia FEBRUARY 11, 2013

Top: **Karen Bowman** presents a breakout session on Environmental Health Priorities
Left: **Governor Jay Inslee** delivers his keynote address
Center: Students from **Wenatchee Valley College**
Right: **Jennifer Muhm** (Seattle & King County Public Health) and **Joni Hensley** (Whatcom County Health Department), who presented a breakout session on the Plight of Public Health Funding and Public Health Nursing

Healthcare Reform & Legislative Priorities Workshop, Spokane FEBRUARY 23, 2013

Kevin Reed (left) and **Sarah Balian** (right), both of Sacred Heart Medical Center, with friend

Luella and Frank Edwards

Stasia Warren (Spokane Community College), **Erlene Pickett** (Spokane Community College), **Alice Moon** (Providence Holy Family Hospital), and **Jan Sanders** (Spokane Community College)

Top left: **Susan M. Jacobson** (St. Clare Hospital), with **Rep. David Sawyer**, **Rep. Dawn Morrell** and **Tony Wilson** (Tacoma General Hospital)
Left: **Katherine Kunkel** and **Karen Herde**, both of Tacoma General Hospital
Center: **Rep. Marcie Maxwell** and **Patty Parsons** (Tacoma General Hospital)
Right: **Pam Newsom** (Northwest Hospital) with **Rep. Reuven Carlyle**

Advocacy Camp, Olympia JANUARY 17, 2013

Deb Spiger and **Marianne Fischer**, both of Spokane School District

Nursing students

Carol Wood (Sacred Heart Medical Center) and **Fran Bouck** (St Luke's Rehabilitation Institute)

New Affiliation with AFT Brings WSNA Back to AFL-CIO

The Washington State Nurses Association (WSNA) is pleased to announce the ratification of a new historic partnership agreement to expand the opportunities, resources and voice for our members.

On February 8, 2013, WSNA's national union, the National Federation of Nurses (NFN), voted to approve an affiliation agreement to affiliate with AFT, the largest union of professionals in the AFL-CIO (1.5 million).

On February 16, 2013, in an historic joint meeting, the WSNA E&GW Cabinet and WSNA Board of Directors, after thorough review and discussion and following our established affiliation processes, voted to approve the NFN-AFT affiliation agreement and seek an official charter from AFT as a statewide AFT local. Each of the other NFN states (MT, OH and OR) is now in the process of ratification, with WSNA being the first state to move forward in this new partnership.

Membership in the AFL-CIO at the national level has long been a high priority for both WSNA and the NFN.

In choosing AFT and taking this action, not only will WSNA achieve national AFL-CIO affiliation, we believe this partnership will enhance the voice and power of nurses to advocate for quality care for our patients, uphold high standards for the nursing profession, and improve working conditions for nurses at the local, state and national level.

The affiliation establishes NFN and WSNA as partners with AFT, not subordinates. We have built ironclad guarantees of autonomy rights expressly stated in the affiliation agreement. Nothing in it alters the internal governance and self-determination rights of our state.

The need for effective advocacy by nurses has never been more crucial. This affiliation is taking place against the backdrop of a rapidly changing health care system characterized by ongoing changes in government policy and regulations, by a wave of hospital and health systems mergers, and tightening of reimbursement and funding policies that threaten professional practice standards and quality of care. By joining forces with AFT, WSNA and NFN will have access to greater resources to navigate these changes and more opportunities to advocate for our patients while doing so.

Affiliation will join together more than 33,000 NFN members with 48,000 registered nurses currently represented by AFT. Joined together, we can be even stronger and more effective in championing important issues like safe staffing and implementation of health care reform. We are excited by the opportunities and impact we will have together as one of the largest, most influential national nursing labor organizations in American history.

Washington State Nurses Association
2013 Leadership Conference

September 29 – October 1, 2013

WSNA™ www.wsna.org/leadership

NFN EVENTS

National Federation Assembly
May 18th - 19th / Chicago, IL

NFN delegates and leadership convene to set the direction of NFN, hear from NFN candidates for office, and discuss and pass new resolutions.

National Labor Academy
May 20th - 22nd / Chicago, IL

Join with other nurses from across the country to learn about what's happening on the national labor scene and how you can be an effective leader in your Local Unit.

A Union of Professionals

March 7, 2013

Dear Sister and Brother WSNA members,

As you may know, the executive board of the Washington State Nurses Association has voted to affiliate with the American Federation of Teachers (AFT). WSNA's national union, the National Federation of Nurses, has also voted to affiliate with the AFT. I am thrilled about this new partnership—as are our leaders and members of the AFT family. Our two unions, joining together, can increase your power to advocate for patients and make your voice as an RN heard in every arena where healthcare decisions are made and healthcare policy is shaped.

Why did WSNA and AFT decide to join forces? Simply put, it's because our two unions have so much in common: the same mission, goals and values. AFT is 1.5 million members strong, the largest union of professionals in the AFL-CIO. We represent teachers and school staff, college faculty and staff, and public employees—plus 48,000 RNs and 72,000 other healthcare professionals. AFT has a long, strong track record of defending nurse professionalism and fighting for high-quality patient care. For our part, the AFT is proud to partner with WSNA, a union that demonstrates a shining commitment to the mission of nursing and whose members exemplify all that is best and most admirable in this profession. Working together, we can help one another in so many ways: from organizing to political activism, from bargaining to patient advocacy. Through this partnership, we'll mobilize and organize more nurses across Washington state and across the country.

This partnership protects WSNA's autonomy: WSNA will stay who you are, with the same autonomy to make your own decisions that you've always had. You'll keep your American Nurses Association membership and all your member benefits and rights—along with a broad new range of AFT membership benefits.

As change sweeps our healthcare system, we must make sure that the voices of nurses and the needs of patients don't get lost. Together, WSNA and AFT can do more: More to compel respect for the nursing profession. More to keep patients at the center of the healthcare policy debate. More to achieve the voice and professional autonomy to be the nurse you want to be, so you can provide the kind of care you pledged to provide when you became an RN.

This is the beginning of an amazing partnership. The nurses and healthcare professionals of the AFT are honored to be part of WSNA. And we are more delighted than I can say to welcome you and your colleagues to the AFT family.

In solidarity,

Randi Weingarten
President, American Federation of Teachers

American Federation
of Teachers, AFL-CIO

AFT Teachers
AFT PSRP
AFT Higher Education
AFT Public Employees
AFT Healthcare

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Tim Stoelb
Ann Twomey
Adam Urbanski

Tacoma General Hospital Informational Picket

FEBRUARY 28, 2013

Overlake Hospital Unity Dinner

JANUARY 9, 2013

Tacoma Unity Dinner

St. Joseph Medical Center and

MARCH 11, 2013

Kittitas Valley Community Hospital Informational Picket

JANUARY 17, 2013

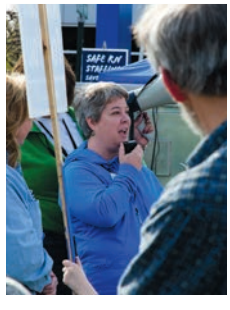
Tacoma General Hospital

Franciscan Health System
St. Joseph Medical Center (Tacoma)
Informational Picket

MARCH 20, 2013

PeaceHealth St. Joseph Medical Center (Bellingham)
Rally at City Hall & Informational Picket

FEBRUARY 6 AND MARCH 26, 2013



WASHINGTON STATE NURSES ASSOCIATION

Speakers Bureau

Our speakers address a wide range of topics of critical importance to nurses throughout our state. The speakers listed will provide at least a 1.0 contact hour lecture on behalf of WSNA.

These lectures are provided at no cost to WSNA Districts, Local Units, or Schools of Nursing. Other organizations pay $250 in addition to the speaker's travel and lodging expenses. Payment should be made to the Washington State Nursing Foundation. *Speaker's fees will support scholarships and mini-grants provided by the Washington State Nurses Foundation.*

[TOPICS]

- **Health Reform** and **Implications for Nursing**
- **Continuing Competency** *Overview of new rules*
- **Compassion Fatigue**
- Creating a **Culture of Safety**
- Running on Empty: **Fatigue and its Implications for Patient and Nurse Safety**
- **Leadership, Political Advocacy,** *and* **Your Professional Association**
- **Political Advocacy:** A Necessary Role for Nurses
- **Preventing Violence in the Workplace**
- **Safe Staffing Law** and **How to be an Effective Committee Member**
- **Social Media:** Is Your Job in Peril Over Your Next Facebook Posting?
- **Stress Management in a Hurry**

[SPEAKERS]

Sofia Aragon, JD, RN
Senior Governmental Affairs Specialist — Washington State Nurses Association

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

Annie Bruck, DNP, MN, RN, COHN-S
Assistant Director, Continuing Education — Northwest Center for Occupational Health and Safety, Department of Environmental & Occupational Health Sciences, University of Washington

Anne Tan Piazza, BA
Assistant Executive Director of Governmental Affairs & Operations — Washington State Nurses Association

Mary Dean, PhD, RN
Consultant

Sally Watkins, PhD, RN
Assistant Executive Director of Nursing Practice, Education, and Research — Washington State Nurses Association

Robin Fleming, PhD, RN
Nursing Practice & Education Specialist — Washington State Nurses Association

Hanna Welander, BSN, RN
Nurse Representative — Washington State Nurses Association

— For more information, contact **Sally Watkins** *at* **swatkins@wsna.org**. —

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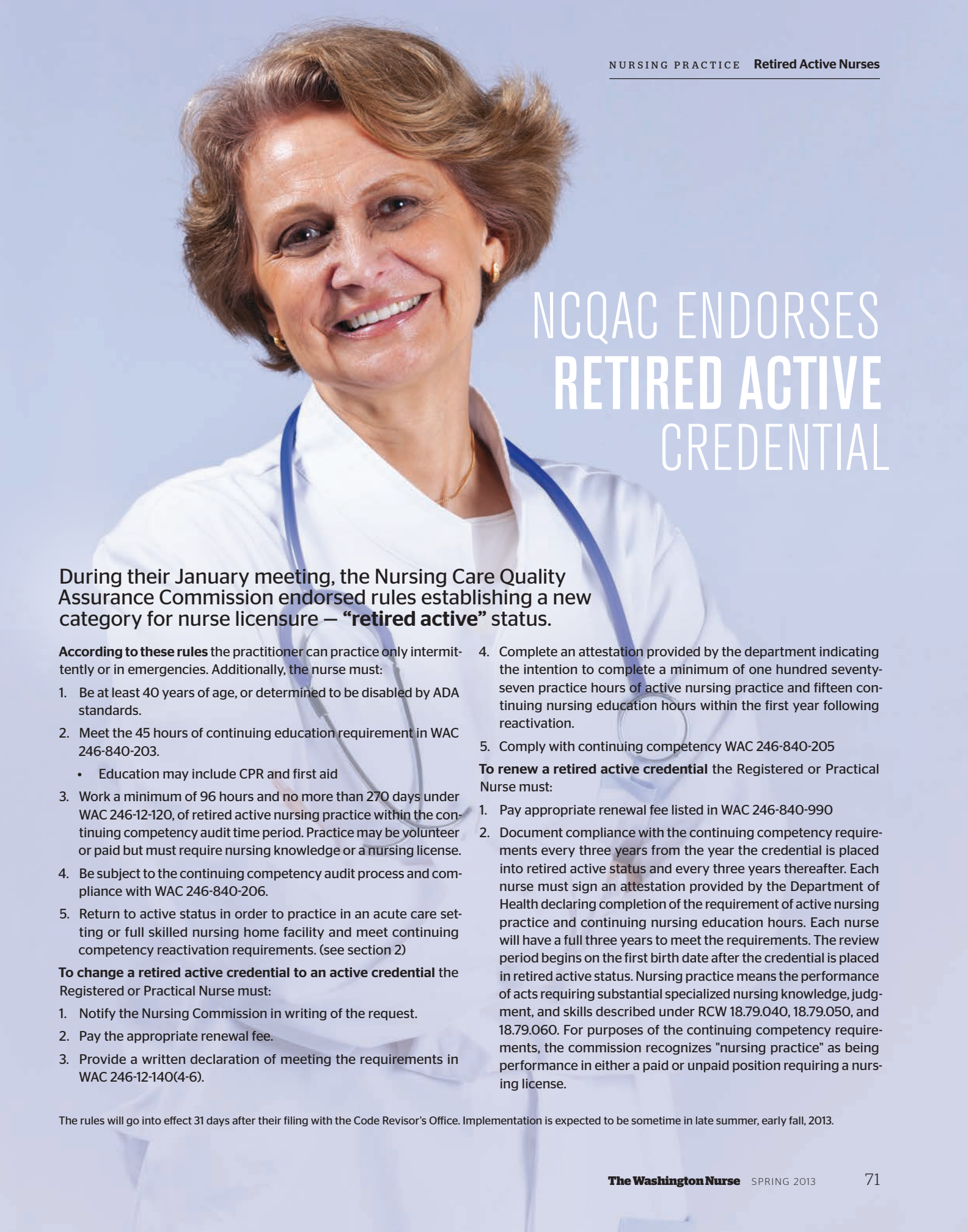

NCQAC ENDORSES **RETIRED ACTIVE** CREDENTIAL

During their January meeting, the Nursing Care Quality Assurance Commission endorsed rules establishing a new category for nurse licensure — **"retired active"** status.

According to these rules the practitioner can practice only intermittently or in emergencies. Additionally, the nurse must:

1. Be at least 40 years of age, or determined to be disabled by ADA standards.
2. Meet the 45 hours of continuing education requirement in WAC 246-840-203.
   - Education may include CPR and first aid
3. Work a minimum of 96 hours and no more than 270 days under WAC 246-12-120, of retired active nursing practice within the continuing competency audit time period. Practice may be volunteer or paid but must require nursing knowledge or a nursing license.
4. Be subject to the continuing competency audit process and compliance with WAC 246-840-206.
5. Return to active status in order to practice in an acute care setting or full skilled nursing home facility and meet continuing competency reactivation requirements. (see section 2)

To change a retired active credential to an active credential the Registered or Practical Nurse must:

1. Notify the Nursing Commission in writing of the request.
2. Pay the appropriate renewal fee.
3. Provide a written declaration of meeting the requirements in WAC 246-12-140(4-6).
4. Complete an attestation provided by the department indicating the intention to complete a minimum of one hundred seventy-seven practice hours of active nursing practice and fifteen continuing nursing education hours within the first year following reactivation.
5. Comply with continuing competency WAC 246-840-205

To renew a retired active credential the Registered or Practical Nurse must:

1. Pay appropriate renewal fee listed in WAC 246-840-990
2. Document compliance with the continuing competency requirements every three years from the year the credential is placed into retired active status and every three years thereafter. Each nurse must sign an attestation provided by the Department of Health declaring completion of the requirement of active nursing practice and continuing nursing education hours. Each nurse will have a full three years to meet the requirements. The review period begins on the first birth date after the credential is placed in retired active status. Nursing practice means the performance of acts requiring substantial specialized nursing knowledge, judgment, and skills described under RCW 18.79.040, 18.79.050, and 18.79.060. For purposes of the continuing competency requirements, the commission recognizes "nursing practice" as being performance in either a paid or unpaid position requiring a nursing license.

The rules will go into effect 31 days after their filing with the Code Revisor's Office. Implementation is expected to be sometime in late summer, early fall, 2013.

NCQAC Rules Will Allow Certified Nursing Assistants to Pass Medications in Skilled Nursing Facilities

By Pamela Pasquale, MN, RN, BC, CNE

Health Care systems keep evolving, and with it, the role of the Registered Nurse to continue to meet the new demands. During the 2012 legislative session, Enrolled House Bill 2473 was passed. It directed the Nursing Commission to develop rules that expand Registered Nurse Delegation to supervise Certified Nursing Assistants (CNAs) to pass daily medications to residents of Skilled Nursing Facilities and to be able to perform selected routine tasks such as oximetry and blood glucose monitoring. The rule writing is in progress for implementation July 2013.

Skilled Nursing Facilities (SNFs) are one of the most regulated industries in the US. Elders who live there are generally permanent residents. They live in SNFs for a variety of reasons, but it is their home. Most have multiple medical conditions due to aging and chronic diseases, but they are essentially stable. Their stability is maintained with monthly physician rounds and alert staff who are knowledgeable about them so they can report changes promptly. In addition, residents receive a full evaluation by an RN every 3 months through federally mandated Minimum Data Set assessments to continually update the care plan.

Because the residents are stable, the medication routine usually doesn't change significantly, except for residents on warfarin or receiving a temporary antibiotic. Some receive medications prior to breakfast or lunch along with eye drops or inhalers. Most of the medications are passed to residents with meals to save time going from room to room. Med passes are arranged as much as possible to meet the needs of the residents, with extra medications such as eye drops and inhalers. A stable community of residents with a consistent daily medication profile reduces most errors from the person passing the medications.

Because of the number of medications prescribed, there are safeguards in place to try and reduce errors. Medication sheets are provided monthly and are to be reconciled by the RN with current and changed prescriber orders. They are sent every 90 days for signatures. Major contracted pharmacy companies provide ongoing review of resident medications and flag the RN to request any possible lab work related to the medication and to alert possible inappropriate dosing and risk of side effects to the health care professional.

A stable community of residents with a consistent daily medication profile reduces most errors from the person passing the medications.

The amount of medications our older adults are prescribed is staggering, both prescription and over the counter. As a registered nurse consultant in a local assisted living facility (ALF), we counted the number of medications passed on day and evening shift. For 53 of the 70 residents, over 300 medications were given on day shift, and 250 for evenings. Passing this many medications takes the entire shift with documentation, reordering, and consulting with the RN or provider when necessary. It is tedious to punch out each medication from the individual cards and sign paper MAR's for each medication. While it would be ideal to have electric medication records it is not feasible for it to happen soon in these types of facilities due to costs.

The Nursing Commission is taking great care to allow only those qualified to perform these tasks in the SNF. Some of the rules would include:

- Maintaining his or her nursing assistant certification in good standing
- Completing the hours of documented work as a CNA
- Completing a course specific to medications
- Passing a written examination
- Completing continuing competency requirements
- Working in their facility for one year
- Defining the number of narcotic and PRN medications allowed
- Limiting the transferability of the endorsement from facility to facility

As the rules are developed and implemented, I believe it will benefit the residents of our SNF's as it frees up time for the RN to perform more critical assessments and coordinate needs with families and health care providers. There are, no doubt, risks to this change as staffing is altered with potential cost savings as a result.

Nurses in Washington State have had many prior discussions about nursing practice and what the Registered Nurse role should be when community based nurse delegation of medications and minor tasks to unlicensed personnel was implemented.

With our progress toward all RN's becoming bachelors prepared, the medical needs of our patients in all settings requires our unique knowledge and experience as Registered Nurses to assess, plan, implement and teach the care required as the medical needs become more complex. As such, we need to continue to implement effective delegation to those qualified to perform routine tasks for maintenance of a person's health.

Pamela Pasquale has been an advocate for community based and long term care as a delegator and educator. She is currently a member of the WSNA Professional Nursing and Health Care Council.

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CONTINUING EDUCATION CALENDAR

APRIL 2013

Wound Management Fundamentals Course - Spring 2013; A Certificate Program for Healthcare Professionals; University of Washington School of Nursing Continuing Nursing Education; April 1 - May 18, 2013 • Online/Shoreline Conference Center; Contact Hours: 30; Fee: $595/$595; Contact: www.uwcne.org

Patient Engagement and Activation; University of Washington School of Nursing Continuing Nursing Education; April 3, 2013 • Shoreline Conference Center; Contact Hours: 7.1; Fee: $265/$245; Contact: www.uwcne.org

Foot Care for Older Adults: Update 2013 Adding New Skills to Your Practice; University of Washington School of Nursing Continuing Nursing Education; April 12, 2013 • Shoreline Conference Center; Contact Hours: 7.0; Fee: $265/$245; Contact: www.uwcne.org

Foundations of Faith Community Nursing; Pacific Lutheran University; April 17, 18, 19, 2013 and May 16 & 17, 2013; $519/$649; Contact Hours: 34; Contact: www.plu.edu/ccnl/learning-activities/foundations-faith-community-nursing/home.php or 253-535-7683

Certification Review Course for the National Certification of School Nurses (NCSN) Exam; Pacific Lutheran University; April 11 & 25, 2013 and May 9 & 23, 2013, 6:00pm–7:00pm (PST) online via PLU Sakai; $239/$304; Contact Hours: 12.5; Contact: www.plu.edu/ccnl/learning-activities/ncsn-review/home.php or 253-535-7683

Diabetes 101: What Every Nurse Should Know; Pacific Lutheran University; April 26, 2013; $79; Contact Hours: 3.8; Contact: www.plu.edu/ccnl/learning-activities/diabetes-101/home.php or 253-535-7683

24th Annual Pacific Northwest Ambulatory Care Nursing Conference; University of Washington School of Nursing Continuing Nursing Education; April 30-May 1, 2013 • Lynnwood Convention Center; Contact Hours: 13.3; Contact: Corie Goodloe at corie@uw.edu or 206-616-3826

MAY 2013

Dementia Care: The Tools You Need to Make a Difference; Pacific Lutheran University; May 3, 2013; $79; Contact Hours: 3.8; Contact: www.plu.edu/ccnl/learning-activities/dementia-care/ or 253.535.7683

Womens Health Drug Therapy Clinical Pharmacology Series 2013; University of Washington School of Nursing Continuing Nursing Education; May 9, 2013 • Shoreline Conference Center; Contact hours: 7.0; Fee: $265/$245; Contact: www.uwcne.org

Geriatric Assessment; Pacific Lutheran University; May 10, 2013; $149; Contact Hours: 6.25; Contact: www.plu.edu/ccnl/learning-activities/geriatric-assessment/ or 253.535.7683

Precepting Workshop Pacific Lutheran University; May 17, 2013; $79; Contact Hours: 3.5; Contact: www.plu.edu/ccnl/learning-activities/precepting-workshop/ or 253.535.7683

Adult/Geriatric Drug Therapy Clinical Pharmacology Series 2013; University of Washington School of Nursing Continuing Nursing Education; May 23, 2013 • Shoreline Conference Center; Contact Hours: 7.2 contact hours; Fee: $265/$245; Contact: www.uwcne.org

JUNE 2013

Join the Surgical Team; Pacific Lutheran University; June 3 – June 28, 2013; $1200 for 4 semester hours; Contact: www.plu.edu/ccnl/learning-activities/join-the-surgical-team/home.php or 253-535-7683

Neuropsychotropic Drug Therapy Clinical Pharmacology Series 2013; University of Washington School of Nursing Continuing Nursing Education; June 7, 2013 • Shoreline Conference Center; Contact Hours: 7.2; Fee: $265/$245; Contact: www.uwcne.org

Geriatric Pharmacology; Pacific Lutheran University; Friday, June 14, 2013; $149; Contact Hours: 6.25; Contact: www.plu.edu/ccnl/learning-activities/geriatric-pharmacology/home.php or 253-535-7683

The Educator's Toolbox-New Strategies to Enhance Learning; University of Washington School of Nursing Continuing Nursing Education; June 20, 2013 • Shoreline Conference Center; Contact Hours: 7.0 contact hours; Fee: Contact www.uwcne.org

JULY 2013

Introduction to School Nursing; Pacific Lutheran University; July 9–12, 2013; $459/$589; Contact Hours: 28; Contact: www.plu.edu/ccnl/learning-activities/intro-to-school-nursing/ or 253.535.7683

Keeping Kids in the Classroom 2013; Pacific Lutheran University; July 15–16, 2013; $239/$304; Contact Hours: 12.5; Contact: www.plu.edu/ccnl/learning-activities/keeping-kids-in-the-classroom-2012/ or 253.535.7683

CONTINUING NURSING EDUCATION NEWS

Practical De-escalation Techniques for Nurses

Working to calm patients and or family members who may become hostile toward nurses or other providers in health care settings is a challenge for all nurses, whatever their practice setting.

To maintain nurse and provider safety in light of increasing numbers of psychiatric patients being placed in acute care non psychiatric settings, WSNA held a webinar January 25th titled Practical De-escalation Techniques for Nurses. The webinar was presented by Jan Adam, nurse manager of Harborview Medical Center's Psychiatric Intensive Care Unit, and a national expert on effectively working with psychiatric patients. More than 100 nurses attended this session, and demand has been high for access to this presentation. To address this demand, the webinar is now available as an independent learning module on WSNA's Continuing Nursing Education website. To take this, or any of the other courses offered by WSNA, please go to http://cne.wsna.org

More information on addressing de-escalation techniques will be offered in future issues of *The Washington Nurse*.

WSNA·cne

EXPLORE WSNA'S LIBRARY OF ONLINE CONTINUING EDUCATION COURSES AT HTTP://CNE.WSNA.ORG

INDEPENDENT SELF-STUDY COURSES

Dementia - Dementia in Older Adults; Contact Hours: 7.5; Fee: $195 C

Depression - IMPACT: Online Training for Depression Care Management; Contact Hours: 17.5; Fee: $50 C

Domestic Violence - Domestic Violence Recognizing and Responding to Victims; Contact Hours: 2.0; Fee: $20 C

Ethics - Ethics as a Compass: A Model for Dealing with Complex Issues in Patient Care; Contact Hours: 7.7;Fees: $195 C

Ethics Related to Nursing Practice; Contact Hours: 9; Fees: $200 A

Foot Care for the Older Adult; Rainier Medical Education Programs; Contact Hours: 6.5; Contact: www.RainierMedEd.com

Geriatric Health - Geriatric Health Promotion Lecture Series; Contact Hours: 78 Fee: $460; 1.5 Fee: $30 C

Health Assessment and Documentation; Contact Hours: 20: Fees: $150 A

Hepatitis - Hepatitis Case Studies; Contact Hours:. 5 C

High Cholesterol Pt. 1: Western Medicine; Contact Hours: 7; Fee: $50; Contact: www.healthcmi.com

High Cholesterol Pt. 2: Chinese Medicine Theory; Contact Hours: 4; Fee: $50; Contact: www.healthcmi.com

High Cholesterol Pt. 3: Chinese Medicine Dietetics; Fee: $50; Contact Hours: 12; Contact: www.healthcmi.com

HIV - HIV/AIDS Education Implications for Nurses; Contact Hours: 7.0; Fee: $95 C

HIV – Routine HIV Screening; Contact Hours: 1.5; Fee: $Free C

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 Spanish for Hospital Nurses; Contact Hours: 25 B

Medical Spanish for Office Nurses; Contact Hours: 25 B

Medical Spanish for NPs, Physicians and PAs – Course A; Contact Hours: 25 B

Medical Spanish for NPs, Physicians and PAs – Course B; Contact Hours: 25 B

OTC Advisor: Advancing Patient Self-Care; Contact Hours: 17.0; Contact: www.nphealthcarefoundation.org

Pharmacology – Clinical Pharmacology Series; Contact Hours: 7 – 8.0; Fee: $195 / 175* C

Pharmacology – Adult/Geriatric Drug Therapy: Contact Hours: 7 – 8.0; Fee: $195 / 175* C

Pharmacology – Neuropsychotropic Drug Therapy: Contact Hours: 7 – 8.0; Fee: $195 / 175* C

Pharmacology – Women's Health Drug Therapy: Contact Hours: 7 – 8.0; Fee: $195 / 175* C

Pharmacology – Prescribing Scheduled Drugs; Contact Hours: 10; Fee: $195 C

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

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

Wound Academy – Course 1 (Wound Assessment & Preparation for Healing) ; Fee: $40; Contact Hours: 4.3 C

Wound Academy – Course 2 (Lower Extremities and Pressure for Ulcers); Fee: $60; Contact Hours: 6.8 C

Wound Academy – Course 3 (Dressing Selection & Infection); Tuition; Fee: $30; Contact Hours: 2.5 C

Wound Academy – Course 4 (The Role of Collagen in Wound Healing); Tuition; Fee: $30; Contact Hours: 2.5 C

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

Wound & Ostomy; Fee: $60; Contact Hours: 2.0 C

CONTACTS

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Earning Your BSN or MSN Online, on Your Schedule

By Todd Nelson, MSN, BSN, RN
Providence Regional Medical Center Everett

As nurses, our commitment to lifelong learning and professional development is good for the patients we care for, and it's good for our personal growth as well.

Last February, I graduated from the RN to MSN degree program at WGU Washington. WGU Washington is the state-endorsed, online, accredited, nonprofit university tailor-made for working adults. WGU Washington offers seven CCNE-accredited degrees in its College of Health Professions, including RN to BSN, RN to MSN, and BSN to MSN programs. Three other colleges—Business, Information Technology, and Teacher Education—bring the total number of degree programs to more than 50.

WGU Washington works on a competency-based model. It measures what you know, not how you learned it. As a student, I worked through my coursework independently, using learning resources provided by the university. Guided by a mentor, I learned at my own pace and advanced by passing assessments—papers, presentations, and exams. That approach allowed me to move quickly through subjects that on-the-job experience already taught me and focus on what I still needed to learn.

WGU Washington was affordable—tuition for most programs is less than $6,000 per year, and you pay tuition at a flat rate per each six-month term regardless of how many courses you finish. Right now, the university will take 5 percent off tuition for the first two terms for all WSNA members. Members are also eligible to apply for the WGU Washington–WSNF Scholarship, valued up to $2,000.

The decision to go back to school was a challenging one, but the university's model fit perfectly with my busy lifestyle. I strongly recommend considering WGU Washington. Visit washington.wgu.edu/wsna to learn more.

FREQUENTLY ASKED QUESTIONS

CONTINUING COMPETENCY

Q **I registered for a class that says they grant CME credit. Can I count that for my NCQAC continuing competency?**

A Yes. NCQAC does not require that all your education be continuing nursing education contact hours. The education hours should relate to the nurse's area of professional practice or areas identified through reflection and self-assessment for professional growth and development. If the nurse is audited, questions may arise requiring the nurse to explain how the selected continuing education activity is relevant to their practice or desired professional growth and development.

Q **Does NCQAC require continuing education hours to be ANCC/WSNA CEARP approved?**

A No. There are many options for meeting the continuing education requirements. Find more information online at www.wsna.org/Topics/Continuing-Competency/

Q **I am a stay at home mom because I have a child with special needs. Can I count the time I provide care to my child as "practice hours"?**

A Yes, if you have documentation from your child's provider that you are indeed providing nursing care. This documentation can be as simple as having the provider sign your log sheet consisting of date, hours, and description of the care you provided. Go to www.wsna.org/Topics/Continuing-Competency/ for a copy of a sample practice hours tracking sheet.

Q **I am going on a mission trip with my church and will be out of the country. Can I count my time there are part of my practice hours even though it is outside of the State of Washington?**

A Yes, NCQAC does not require that practice hours be completed in the State of Washington. You will need to have a signature from the "supervisory person" showing your hours of participation as well as describing what services you provided that were nursing related. Go to www.wsna.org/Topics/Continuing-Competency/ for a copy of a sample practice hours tracking sheet.

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SPOKANE / ADAMS / LINCOLN / PEND OREILLE
Bourgeous, Gina
Bullock, Regina
Burchard, Tammy
Burleson, Trista
Byrd, Donna
Chapel, Jesse
Coyne, Laura
Dodge, Melody
Fetters, Grace
Field, Sheena
Gagnebin, Benjamin
Guisinger, Esther
Haigh, Magdalena
Havercroft, Amberley
Hyslop, Carolyn
Jeffries, Sandra
Jones, Kasey
Kisling, Kendra
Knaff Baker, Robin
Morad, Shelby
Moyer, Darcy
Nap, Amy
Olmstead, Jessica
Page, Ann
Poisson, Meredith
Raisanen, Teresa
Roedl, Linda
Sims, Sarah
Sullivan, Krista
Taylor, Melissa
West, Fletcher
Williams, Jeremy
Wolfe, Amber
Youmans, Kristin
Young, Jessica
Yrigollen, Tiffany

WALLA WALLA / COLUMBIA
Garcia, Linda

YAKIMA / NORTH YAKIMA
Taylor, Rhonda

CHELAN / DOUGLAS / GRANT
Esselstrom, Sarah
Flores, Jessica
Molenaar, Paul
Moline, Brittney
Pakinas, Jaime
Payne, Phillip
Romero, Idahlia

GRAYS HARBOR
Morgan, Buddy
Quante, Teresa

SNOHOMISH
Gibbs, Markx

WAHKIAKUM / COWLITZ
Baker, Troy
Johnson, Anne
Keener, Jamie
Oriard, Joshua

CLARK / SKAMANIA
Gruber, Gay
Marken, Judy
Soehl, Akiko
Strombom, Tricia

CLALLUM / JEFFERSON
Whitman, Kailub

BENTON / FRANKLIN
Amaro, Sarah
Butcher, Heather
Calton, April
Gusar, Anna
Guzman, Kristi
Mariotti, Miarelle
Meredith, Lucas
Murphy, Catrina
Nielson, Sheri
Sanchez, Alexis
Sangster, Lacey
Snyder, Kayla
Taylor, Angel

SKAGIT / ISLAND / SAN JUAN
Bacus, Brenda
Barrailler, Darlene
Braun, Christopher
Campbell, Keir
Criswell, Cara
Donaldson, Wayne
Hedlin, Arne
Kelley, Leeann
Piacentino, Kathleen
Thornton, Kimberly
Tingley, Jillian
Wahlgren, Stephanie

KITSAP COUNTY
Benson, Kate
Christensen, Sarah
Hatcher, Maria
Sharp, Erin

KITTITAS COUNTY
Menard, Teresa

ALL OTHER COUNTIES
Ekdahl, Teresa
Ryen, Jessica
Sagen, Jennifer
Sutherland, Lisa
Williams, Teresa

MEMBERSHIP INFORMATION & EMPLOYMENT STATUS CHANGES

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

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

CEARP COMMITTEE SEEKS ADDITIONAL MEMBERS

This volunteer opportunity provides a valuable and 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.

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 to the committee include: a 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; and the ability to attend two Continuing Education Approval & Recognition Program Committee meetings, and to participate in two 1.5-hour teleconferences each year.

Approved CEARP applicants are 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.

Membership Update

By Patrick McGraw
WSNA Membership Processor

Dues Payments Statements for 2012 Available Upon Request

The Washington State Nurses Association (WSNA) will send a statement of dues paid during the previous calendar year upon request from a member. Dues statements are not generated automatically and must be requested by a member. Please contact the membership department to request a statement of your dues paid for 2012. When contacting the membership department, please provide your mailing address as well as a current email address. After making a request, a member can expect to receive a statement within one week.

As a reminder, dues payable to WSNA are not deductible as a charitable contribution for federal income tax purposes. However, they may be deductible under other provisions of the Internal Revenue Code. For more information, please consult your tax advisor.

❱ Contact the membership department for questions related to dues by phone at 206.575.7979, fax at 206.838.3099 or email at membership@wsna.org.

In Memoriam

Ella Mary Sorestad 1921 - 2013

Ella Mary Sorestad went home to be with the Lord on December 12, 2012, joining her husband and other faithful who have gone before her. Ella was born on November 5, 1921 in Bergen, Norway. She was the only child of Eilert and Marta Smordahl.

As a young child, Ella immigrated to the United States. She grew up near Almont, North Dakota.

She attended the Lutheran Bible Institute and Concordia College in Minnesota, then later finished nurses training through Deaconess Hospital in Minneapolis, MN. While working at a hospital in North Dakota, she met Adolph Sorestad as he was bringing his sister into the hospital. Later, Adolph convinced her to move close to him in the Skagit Valley, where she went to work at Memorial Hospital. She and Adolph wed in 1949.

Ella enjoyed caring for others. She was a charge nurse at United General Hospital and later worked in several different medical offices in the Skagit Valley. She retired from nursing in the mid-1970s.

In spite of many health issues, she enjoyed traveling, crocheting, baking, and being involved in church activities. Her faith and family were of utmost importance to her.

Ella resided most recently at Joshua's House in Sedro Woolley, where she received wonderful care.

King County Nurses Association

DISTRICT 2

Come Celebrate with KCNA!

King County Nurses Association will celebrate its 110th Anniversary at the Annual Meeting & Spring Banquet on May 9 at the Shilshole Bay Beach Club in Seattle. Nurses and nursing students are invited to join the festivities, which will include: Shining Star nurse awards, scholarship presentations, and the annual silent and live auctions (to benefit the KCNA Scholarship Fund). Enjoy the view and northwest cuisine while supporting the profession in King County. Register now at www.kcnurses.org.

Inland Empire Nurses Association

DISTRICT 4

My fellow colleagues and IENA members,

I hope each one of you had a wonderful holiday season. As we get back into our work routine, I hope you will take time to attend some of our upcoming events.

Nurse Legislative Day As I write this article, I am here at Great Wolf Lodge attending WSNA Nurse Legislative Day. IENA again sponsored a bus from Spokane to Olympia with 55 nurses and nursing students. What a great turnout for Eastern Washington! We will attend WSNA's presentations in the morning and learn all the details of their legislative priorities and then visit our legislators in the afternoon. This is a great time for our legislators to hear the nurse's perspective and for nursing students to experience this firsthand. There is much to be said this year by those of us in the nursing profession. Please remember to contact your representatives to give them your perspective as well.

Annual Spring Gala, May 6, 2013 The annual Spring Gala is May 6 at the Red Lion Hotel at the Park in the Skyline Ballroom. Our keynote speaker is Maggie Meyers, CRNA, MAE. Ms. Meyers will speak on "Ethics" and her lecture will offer 1 CE. This FREE event includes dinner and presentation of annual awards and scholarships. If you would like to apply for a scholarship, criteria are posted on the IENA web site at http://spokanenurses.org/scholarship.htm.

Likewise, to nominate a colleague for an award, check the website at http://spokanenurses.org/awards.htm.

Please plan to attend the Gala and honor your profession during National Nurses Week!

Opportunities To Serve We are always looking for members willing to serve on our Board of Directors. It is only an hour a month from September through June. Your professional experience is invaluable in promoting the nursing profession and advocating for health and safety in our community. Consider joining our Board of Directors!

If you would like to learn more about IENA, visit our website @www.spokanenurses.org. To be notified of upcoming IENA events, please send an email to iena@aimcomm.net.

Vivian Hill, RN, CNOR IENA President*Vivian Hill RN, CNOR*
IENA President
vivhill88@gmail.com

Join us at Campbell's Resort on the shores of Lake Chelan.

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

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

Washington State Nurses Association

2013 Leadership Conference

Don't miss WSNA's annual labor training event at Campbell's Resort in Chelan, Washington. Nurses from across the state will convene to get an update on the national and state labor scenes, to learn how to be more effective leaders in our own workplaces, to celebrate our successes, and to strategize for what's coming next.

September 29 – October 1, 2013

WSNA™

www.wsna.org/leadership

TEAM WSNA

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