Untangling the Path to BSN
Washington Nursing Action Coalition Progress
Legislative Session Recap & Health Reform Update
Medicaid Expansion & Health Benefit Exchange

The Washington Nurse

Volume 44, No 1  Spring 2014  A Publication of the Washington State Nurses Association

The Washington State Nurses Association’s HALL OF FAME

Six new stars are added.
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## 2014 HOME SCHEDULE

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### May

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<th>Date</th>
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<tbody>
<tr>
<td>Fri. 16th</td>
<td>7:00 PM</td>
<td>LOS ANGELES SPARKS</td>
<td>Opening Night, 15th Anniversary T-shirt Giveaway</td>
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### June

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<tr>
<td>Sun. 1st</td>
<td>6:00 PM</td>
<td>TULSA SHOCK</td>
<td>Go Green - Presented by Carter Subaru</td>
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<td>Fri. 6th</td>
<td>7:00 PM</td>
<td>MINNESOTA LYNX</td>
<td>Social Media Night</td>
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<td>Thurs. 19th</td>
<td>7:00 PM</td>
<td>SAN ANTONIO STARS</td>
<td>Pride Kickoff</td>
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<tr>
<td>Sun. 22nd</td>
<td>6:00 PM</td>
<td>WASHINGTON MYSTICS</td>
<td>Pride Party, Storm Beads Giveaway</td>
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<td>Fri. 27th</td>
<td>7:00 PM</td>
<td>MINNESOTA LYNX</td>
<td>Summer Fun</td>
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<tr>
<td>Thurs. 3rd</td>
<td>7:00 PM</td>
<td>LOS ANGELES SPARKS</td>
<td>15th Anniversary Celebration</td>
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### July

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<tbody>
<tr>
<td>Sat. 5th</td>
<td>7:00 PM</td>
<td>CHICAGO SKY</td>
<td>Hoops for Heroes</td>
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<td>Tues. 15th</td>
<td>12 NOON</td>
<td>CONNECTICUT SUN</td>
<td>Kids Day</td>
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<tr>
<td>Tues. 22nd</td>
<td>7:00 PM</td>
<td>PHOENIX MERCURY</td>
<td>Emerald City Night, Championship Celebration</td>
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<tr>
<td>Thurs. 24th</td>
<td>7:00 PM</td>
<td>NEW YORK LIBERTY</td>
<td>Inspiring Women Night</td>
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<tr>
<td>Sat. 26th</td>
<td>7:00 PM</td>
<td>LOS ANGELES SPARKS</td>
<td>Youth Sports Night, Take Your Health By Storm, Team Poster Giveaway</td>
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<tr>
<td>Thurs. 31st</td>
<td>7:00 PM</td>
<td>INDIANA FEVER</td>
<td>15th Anniversary Celebration</td>
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### August

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<tr>
<td>Sun. 3rd</td>
<td>6:00 PM</td>
<td>SAN ANTONIO STARS</td>
<td>Tanisha's 10th Season Celebration, Breast Health Awareness</td>
</tr>
<tr>
<td>Thurs. 7th</td>
<td>7:00 PM</td>
<td>ATLANTA DREAM</td>
<td>Thursday Night Fever, Sunglasses Giveaway</td>
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<td>Sun. 10th</td>
<td>6:00 PM</td>
<td>TULSA SHOCK</td>
<td>Back to School Night, Drawstring Bags for Kids</td>
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<tr>
<td>Sun. 17th</td>
<td>6:00 PM</td>
<td>PHOENIX MERCURY</td>
<td>Fan Appreciation, Storm T-shirt Giveaway</td>
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  - Health Systems Leadership
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  - Psychiatric Mental Health Nurse Practitioner
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— SPOTLIGHT EVENTS —

WSNA E&GW Leadership Conference
September 28-30, 2014 / Chelan, WA

WSNA Nurse Legislative Day
February 9, 2015 / Olympia, WA

Washington State Nurses Convention
April 22-24, 2015 / Tulalip, WA
### Upcoming Events

**JUNE 2014**
- 2: WSNA PAC Board Meeting
- 6: WSNA Cabinet on Economic & General Welfare and Local Unit Council Meeting
- 7: Joint Staffing & Patient Safety Summit with SEIU & UFCW - SeaTac DoubleTree Hotel, SeaTac, WA
- 10: CEARP Webinar - Co-Providing / Commercial & Sponsor Support
- 12-15: ANA Membership Assembly and related meetings - Washington, DC
- 20: CEARP Committee Meeting
- 23: Constituent Representative Council Meeting
- 28: WSNA Professional Nursing & Health Care Council Meeting

**JULY 2014**
- 4: Independence Day Holiday - WSNA Office Closed
- 10-14: AFT Convention - Los Angeles, CA
- 21-24: WA State Labor Council Convention - Wenatchee, WA
- 31: WSNF Board of Trustees Meeting

**AUGUST 2014**
- 1: WSNA Board of Directors Meeting
- 13-15: NFN Board Meetings

**SEPTEMBER 2014**
- 1: Labor Day Holiday - WSNA Office Closed
- 27: WSNA Cabinet on Economic & General Welfare Meeting - Campbell's Resort, Chelan, WA
- 28-30: WSNA E&GW Leadership Conference - Campbell's Resort, Chelan, WA

**JANUARY 2015**
- 1: WSNA Legislative Advocacy Camp - Waterstreet Cafe, Olympia, WA

**FEBRUARY 2015**
- 9: WSNA Nurse Legislative Day - Washington Center for the Performing Arts, Olympia, WA

### You Were Represented

WSNA staff and elected and appointed leaders represent your interests in a wide variety of meetings, coalitions, conferences and work groups throughout the year, anticipating and responding to the issues the membership has identified as priorities. In addition to many meetings with legislators, regulators, policy makers, 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 Academy of Nurse Practitioners Region X
- American Cancer Society Cancer Action Network
- American Nurses Association (ANA) Board of Directors meeting
- ANA Nursing Practice Network conference calls
- ARNPs United of Washington State
- ARNP Coalition
- Bellevue College Nursing Advisory Board
- Children’s Alliance
- Clark Community College Allied Advisory Board
- Collaborative on a Healthy Environment (CHE-WA)
- Comprehensive Health Education Foundation
- Department of Health (DOH) Foundational Public Health Services Policy Workgroup
- DOH Healthcare Associated Infections Advisory Committee
- DOH Midwifery Advisory Committee
- Department of Labor and Industries (L&I) rule-making on hazardous drug exposure
- L&I Safe Patient Handling Steering Committee
- Equity in Education Coalition
- Federal Basic Health Funding (Legislative Task Force)
- Joint Task Force on Education Funding (Legislative Task Force)
- National Academy for State Health Policy
- National Association of County & City Health Officials
- National Federation of Nurses (NFN) National Executive Board meetings & National Advisory Board meetings
- North Seattle Community College Technical Advisory Board
- Nursing Care Quality Assurance Commission Meetings (NCQAC)
- Nursing Students of Washington State (NSWS) Board Meetings & Convention
- Prevention Alliance
- Public Health Roundtable
- Racial Equity Team
- Rebuilding Our Economic Future Coalition
- Renton Center of Health and Occupational Health Education Labor Advisory Board
- Renton Technical College Allied Health Advisory Board
- School Nurse Organization of Washington State
- Shoreline Community College Nursing Advisory Committee
- South Seattle Community College Technical Advisory Board
- Toxic Free Legacy Coalition
- United Labor Lobby
- University of Washington Continuing Nursing Education Advisory Committee
- Washington Alliance for Gun Responsibility
- Washington Alliance for School Health Care
- Washington Center for Nursing (WCN) Board Meetings
- Washington Chapter of Physicians for Social Responsibility
- Washington Health Care Association
- Washington Health Care Authority
- 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 (WSLC) Executive Board Meeting
- WSLC Legislative Labor Caucus
- WSLC Political Committee
- Washington State Public Health Association Board meeting
- Washington Toxics Coalition
It was a night of celebration, inspiration and awe. I’m talking about the 2014 WSNA Hall of Fame—an event honoring six extraordinary RNs and their influence in nursing and healthcare. Throughout their careers as registered nurses, their outstanding achievements have had a lasting impact both here in Washington State and nationally as well. It was my privilege to take part in honoring and celebrating these nurses for their outstanding vision and courage in advancing the quality of healthcare and nursing excellence.

As I pondered each honoree’s journey in nursing, it became quite evident to me that each of these nurses had sacrificed greatly in their pursuit of justice, professional excellence, quality education, and access to healthcare for all people. These six nurses did so without a second thought. Their families also sacrificed, giving support to the great contributions that have benefited patients and nurses today and for future generations to come.

The quiet strength and wisdom of Rheba do Tornyay in changing the path of nursing education; the passionate community activism and leadership of Janet Primomo; the valor and perseverance of Maxine Haynes against racism; the vision of Thelma Cleveland to increase access to nursing education; the courageous advocacy and integrity of Grethe Cammermeyer in the pursuit of human rights; and the creative vision of Joan Caley in the quest for clinical excellence in healthcare. These are but a few of the characteristics that define exceptional leadership.

The pioneering spirit of these nurses as trailblazers has laid the foundation for all of us as nurses to continue our journeys, to dream big, and to tirelessly pursue our vision for excellence.

By Susan E. Jacobson, RN
WSNA President
JUNE 2014

**Join the Surgical Team; Pacific Lutheran University; Monday-Friday, June 2 - June 30, 2014 from 6:30am-4:30pm**

**Social Media for Your Nursing Tool Box; Pacific Lutheran University; Friday, June 6, 2014 from 8:00am - 12:00pm; Fee: $79; Contact Hours: 3.8**

**Neuropsychotropic Drug Therapy 2014; University of Washington School of Nursing Continuing Nursing Education; June 11, 2014 • Shoreline Conference Center; Contact Hours: 71; Fee: $265 Individual; $245 Group Rate; $199 Student Rate**

**8th Annual Nurse Educators Conference; University of Washington School of Nursing Continuing Nursing Education; June 11, 2014 • Shoreline Conference Center; Contact Hours: TBD; Fee: TBD**

**Geriatric Pharmacology; Pacific Lutheran University; Friday, June 20, 2014 from 8:30am - 4:30pm; Fee: $149; Contact Hours: 4.0; Fee: $90**

**Understanding Reiki in Nursing Practice; Soar With the Eagles (Victoria C. Leo); June 20, Federal Way Office of Soar with the Eagles: 28203 – 22nd Ave. S; Contact Hours: 4.0; Fee: $90**

**Reiki II in Nursing Practice; Soar With the Eagles (Victoria C. Leo); June 23; Federal Way Office of Soar with the Eagles: 28203 – 22nd Ave. S; Contact Hours: 5.5; Fee: $120**

**JULY 2014**

**Introduction to School Nursing; Pacific Lutheran University; Tuesday-Friday, July 8-11, 2014 from 8:00am - 4:30pm; Fee: $459; Contact Hours: 28**

**Keeping Kids in the Classroom 2014; Pacific Lutheran University; Monday & Tuesday, July 14 & 15, 2014 from 8:30am - 4:30pm; Fee: $229; Contact Hours: 12.5**

**Pediatric Assessment; Pacific Lutheran University; Wednesday & Thursday, July 16 & 17, 2014 from 8:30am - 4:30pm; Fee: $239.00; Contact Hours: 12.5**

**SEPTEMBER 2014**

**Mental Health 2014 Bridging the Gap; University of Washington School of Nursing Continuing Nursing Education; September 18, 2014 • Shoreline Conf. Center; Contact Hours: 7.4**

**CONTINUING EDUCATION CALENDAR**

**INDEPENDENT STUDY COURSES**

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

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

**Diabetes Update 2013; Contact Hours: 7.0; Fee: $95**

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

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

**Ethics Related to Nursing Practice; Fees: $200**

**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: 8.5; Fee: $460; 1.5 Fee: $30**

**Health Assessment and Documentation; Fees: $150**

**Hepatitis - Hepatitis Case Studies; Contact Hours: 0.5; Free to view**

**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: 9.0; Fee: $95**

**HIV - Routine HIV Screening; Contact Hours: 1.5; Fee: Free**

**Managing Change - Working within the Kotter Model; Contact Hours: 5; Fee: Free to Staff; The Evangelical Lutheran Good Samaritan Society / Kris Pronto at K pronto@good-sam.com or 605.362.3279; expires: October 2015**

**Managing Change - Working with Individuals; Contact Hours: 5; Fee: Free to Staff; The Evangelical Lutheran Good Samaritan Society / Kris Pronto at K pronto@good-sam.com or 605.362.3279; expires: October 2015**

**Managing Type 2 Diabetes Contact Hours: 1.5**

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

**Medical Spanish for Hospital Nurses; Contact Hours: 25**

**Medical Spanish for Office Nurses; Contact Hours: 25**

**Medical Spanish for NPs, Physicians and PAs - Course A; Contact Hours: 25**

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

**Medical Spanish for Physicians, Physicians and PAs - Course C; Contact Hours: 25**

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

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

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

**Pharmacology - Prescribing Scheduled Drugs; Contact Hours: 10; Fee: $195 / 175**

**RN Refresher Course Fees Theory; Fee: $700; Health Assessment and Skills Review; $700; Clinical Placement for Precept Clinical Experience; $700**

**The Pain Management Dilemma; Contact Hours: 1.5**

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

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

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

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

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

**CONTACTS**

**Nurse Practitioner Health Care Foundation**
www.nphealthcarefoundation.org

**MedicalSpanish.com**
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www.medicalspeak.com

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206.543.1047
cne@uw.edu
www.uwce.ne

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Spokane, WA 99210-1495
509.324.7354
http://nursing.wsu.edu/Continuing-Education/

**Pacific Lutheran University**
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www.plu.edu/~ccnl/

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Kristen Swanson Named Dean of Seattle University’s College of Nursing

A recognized leader, scholar and teacher will join Seattle University in August 2014, Seattle University announced today that Kristen M. Swanson, RN, PhD, FAAN, has been appointed the new dean for the College of Nursing. Dr. Swanson comes to Seattle University from the University of North Carolina at Chapel Hill where she currently serves as an alumni distinguished professor and dean of the School of Nursing. Dr. Swanson succeeds Dr. Janiece DeSocio who has served as interim dean for the College of Nursing since July 2013.

Under Dr. Swanson’s leadership, the School of Nursing at UNC has continued to be one of the top programs in the country, increased the diversity of its faculty and launched new programs such as the Doctor of Nursing Practice.

In addition to being a skilled administrator, Dr. Swanson is a renowned scholar. She is particularly known for her research on pregnancy loss, as well as the Swanson Theory of Caring, which is used internationally as a guide for research, education and practice. She is an alumna of the Robert Wood Johnson Foundation Nurse Executive Fellows program and a member of the American Academy of Nursing.

AFT NAMED “NURSE CHAMPION OF THE MONTH” BY THE CENTER TO CHAMPION NURSING IN AMERICA

The Center to Champion Nursing in America recognized AFT as “Nurse Champion of the Month” for March for their support of nurses as leaders in health care. WSNA is proud that AFT, our national labor affiliate, is being recognized for leadership in nursing and that we are part of this strong organization. (Visit http://www.wsna.org/About/Affiliations/ to find out more about WSNA’s affiliation with AFT.)

AFT is a member of the “The Future of Nursing: Campaign for Action Champion Nursing Coalition,” the major initiative of the Center to Champion Nursing. The coalition represents national business, consumer, and health professional organizations that understand that nurses deliver the best possible care to improve the health of their employees and members and are committed to creating lasting change. Champion Nursing Coalition members—“Nurse Champions”—support the Future of Nursing: Campaign for Action in its efforts to prepare nursing to meet the health care demands of today and tomorrow.

In a statement on the announcement, AFT President Randi Weingarten said, “As one of the largest nurses’ unions, we have fought and will continue to fight for what nurses need to provide the highest quality care for their patients—from safe staffing levels, to additional pathways into the profession and opportunities for professional advancement, to advocating for resources and investments, and to ensuring nurses have a strong voice in decisions that impact patients, their families and our communities.”

AFT is a proud supporter of the Future of Nursing: Campaign for Action, and believes that nurses should practice to the full extent of their education and training. AFT vigorously supports advanced practice registered nurses (APRNs). Over the past eight months, AFT has sought to prevent the implementation of the new Centers for Medicare & Medicaid Services Durable Medical Equipment Center (DME) ordering regulation. AFT seeks to ensure that consumers have access to the critical care that nurses are able to provide, especially in rural areas where physician shortages are the most prevalent.

Founded in 1916, AFT now represents 1.5 million members in more than 3,000 local affiliates nationwide. AFT Healthcare is a division of AFT representing more than 112,000 workers, including 84,000 RNs, who practice in a variety of professions and settings. While nearly half of the organization’s members are registered nurses, the division also represents medical researchers, physicians, dieticians, psychologists, X-ray technicians, therapists and others. AFT Healthcare is currently the second-largest nurse union in the AFL-CIO.

WSNA NURSES HONORED AS HEROINES OF HEALTH CARE

Congratulations to WSNA members Dawn Morrell, State Representative for the 25th Legislative District; Patty Hayes, Director of Community Health Services Division at Public Health Seattle King County; and Sofia Aragon, WSNA’s Senior Governmental Affairs Advisor who were recently honored as Heroines of Health Care by the Center for Women & Democracy.

The awards were given during a celebration at the Governor’s mansion on March 6th. As three of the ten Heroines of Health Care honored, we’re proud to know that WSNA nurses are leading the way in health care!
ANA’s New Guide Highlights the Nurse’s Role in the Care Coordination Revolution

Care coordination has long been an integral part of nursing practice. RNs have been leading the way in designing and delivering successful team-based care coordination programs that improve patient care and reduce costs. ANA’s new guide *Care Coordination: The Game Changer—How Nursing is Revolutionizing Quality Care* recognizes the nurse’s role in advancing care coordination. It is the first book to show in clear, concise language how care coordination is positioned in the context of health care reform.

Editor Gerri Lamb, PhD, RN, FAAN, and 23 of the brightest minds in care coordination examine care coordination from all sides, including:

- Models and tools for improving quality and safety
- The role of nurse leaders in advancing care coordination
- The care coordinator’s role in reducing avoidable hospital stays
- Partnering with patients and families for better outcomes
- Community-based care transitions

*Care Coordination: The Game Changer* offers today’s most comprehensive insights, case studies and strategies to advance nursing’s role in care coordination and health care transformation. This guide can be used in the classroom to introduce students to the care coordination model or by clinical nurses, nurse managers and nurse executives in professional practice settings.

Barbara Curtis, WSNA Past President, to be Inducted into ANA Hall of Fame

The American Nurses Association has announced the recipients of its 2014 National Awards, including five registered nurses who will be inducted into ANA’s Hall of Fame and five registered nurses who will receive Honorary Awards. Among those being honored will be **Barbara Curtis, RN**, former President of WSNA and member of the WSNA Hall of Fame. A National Awards ceremony and reception will be held on Thursday, June 12, to honor the recipients at the Washington Hilton in Washington, D.C., prior to the 2014 ANA Membership Assembly.

ANA established the nursing Hall of Fame in 1976, inducting 15 charter members. Since then, 94 nurses have been inducted, including the five this year. The ANA Hall of Fame award recognizes a lifelong commitment to nursing and the nurses’ impact on the health and/or social history of the United States.

WSNA is incredibly proud of the work that Barbara Curtis accomplished in this state, including her tenure as President of WSNA from 1970-1974.

As a result of her significant contributions to our profession, Barbara was inducted in the WSNA Hall of Fame in 2002. You can read more about her contributions to nursing in Washington in her WSNA Hall of Fame biography available at [http://www.wsna.org/Hall-of-Fame/](http://www.wsna.org/Hall-of-Fame/).

Barbara joins four other nurses being honored this year with the Hall of Fame award. ANA will also recognize five additional nurses with Honorary Awards in specific categories of achievement.

Keep Your Finger on the Pulse

Read about the latest news, action alerts, and nursing-related events on WSNA’s new, continuously-updated news blog.

Find it online or on your smartphone at [www.wsna.org/update](http://www.wsna.org/update).
The American Nurses Foundation (ANF) has announced that long-time ANA member Major General Irene Trowell-Harris, USAF, Ret, EdD, RN, has made a $100,000 gift to support the development of nurse leaders. The Irene Trowell-Harris Endowed Leadership Fund will support initiatives that give nurses a greater voice in influencing health care delivery and policy.

In 2014, the fund will provide matching grants to state nurses associations to send nurses to the American Nurses Association’s Advocacy Institute. The institute, created in 2009, is designed to help nurses become effective political leaders in their communities and expand state grassroots capacity. The Institute features a two-day program in Washington, D.C., and a year-long mentoring program.

Trowell-Harris served for 38 years in the U.S. Air Force and Air National Guard, retiring as a major general in September 2001. She was the first African-American female in the history of the National Guard to be promoted to general officer and the first Air National Guard nurse to command a medical clinic. During her military career, she held numerous positions, including chief nurse executive, flight nurse examiner and commander. She holds a bachelor’s degree in health education from New Jersey City University, a master’s degree in public health administration from Yale University and a doctorate in health education from Teachers College, Columbia University.

For more information about ANF, visit http://www.givetonursing.org.

The nation’s largest database assessing nursing care quality has expanded its measures of nurse staffing to the entire clinical practice area of hospitals by adding several new patient care unit types.

By measuring staffing in emergency departments, perioperative services and perinatal services as part of NDNQI®, a quality improvement solution of the American Nurses Association, hospital quality improvement teams now can generate data to correlate nurse staffing levels with patient outcomes in these areas. That data can assist the teams in developing staffing plans and strategies to improve outcomes, such as reductions in patient falls and infections that result from hospitalization.

“Optimal nurse staffing is a critical component in improving the quality of patient care and preventing avoidable complications,” said ANA President Karen A. Daley, PhD, RN, FAAN. “The expansion of the NDNQI staffing measures to these new areas will give hospitals a complete view of their performance when developing their staffing plans.”

The emergency, perioperative and perinatal areas present more complexities in measuring staffing than other patient care areas because of short patient lengths of stay and involvement of other, specialized types of personnel, such as paramedics, surgical technologists or lactation consultants who may or may not be nurses. Perioperative care includes services provided before, during and after surgery; the portion of perinatal care being measured for staffing levels includes postpartum services.

ANA worked with the Emergency Nurses Association (ENA), the Association of Perioperative Registered Nurses (AORN) and the Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN) in developing the method to quantify staffing levels per amount of patient time spent in each of the three care areas. Each specialty nursing organization is an organizational affiliate of ANA. Each organization sets its own standards for nurse staffing; the NDNQI measure is not intended to replace those standards, but to help identify the connection between staffing and patient outcomes and to facilitate comparison of staffing levels with the standards developed by the nursing specialty organizations.

About 2,000 hospitals participate in NDNQI, which tracks a broad range of outcomes that indicate the quality of nursing services, such as hospital-acquired pressure ulcers. NDNQI establishes links between patient outcomes and nurse staffing characteristics, such as nursing care hours, education level, certification and turnover. NDNQI allows nursing units to compare their performance to similar units at other hospitals in their community, region or nationwide, and use the data to set benchmarks for excellence in nursing care.
Cover Story

Honoring six new stars of WSNA’s

HALL OF FAME

JOAN CALEY • MARGARETHE CAMMERMEYER
THELMA CLEVELAND • MAXINE DAVIS HAYNES
JANET PRIMOMO • RHEBA DE TORYAY
JOAN CALEY, MS, RN, CNS, CNL, NEA-BC

Joan Caley has always pushed herself towards the highest levels of clinical excellence while also pushing the nursing profession forward. She was a pioneer with the American Nurse Credentialing Center, serving in the original cohort of Magnet Recognition appraisers. As a champion of the Magnet program for over 20 years, she has visited over 40 organizations as an appraiser. Believing in the value of this type of program in other settings, she served from 2009 to 2012 on ANCC’s taskforce to promote the Pathway to Excellence program for long-term care facilities.

Joan has been a leader in promoting certification in nursing by serving on the ANCC Commission on Certification from 1990 to 1992 and as a content expert for the Community Health Nursing Certification Exam Content Expert Panel. As a leader in WSNA, she spearheaded efforts for CNS title protection in Washington. She is proud to hold four active certifications: Clinical Nurse Specialist in Community Health Nursing (ANCC); Nursing Executive, Advanced (ANCC); Gerontological Nursing (ANCC); and Clinical Nurse Leader (AACN).

Over a 34 year career at the Portland VA Medical Center, Joan has made significant contributions to the care of veterans across the country. While at the VA, Joan served as a member of the Resident Assessment Instrument/Minimum Data Set (RAI/MDS) Steering Committee and her leadership helped implement the RAI/MDS across the VA system which has allowed the VA to have nationwide quality measures and compare care across the VA system and to the private sector.

A WSNA member since her initial licensure, Joan has made profound contributions to the nursing profession and to her colleagues. Joan has been a key leader in her district association, the Fort Vancouver Nurses Association, while also holding numerous WSNA elected and appointed positions over the years. A key achievement during her tenure as District President was supporting the establishment of the Free Clinic of Southwest Washington, now the largest free clinic in the state of Washington. She continues to improve our profession in her role as an adjunct faculty member at Washington State University – Vancouver where she is teaching her students principles of community health along with valuable leadership lessons.

Through her pursuit of clinical excellence, advocacy in public health, leadership across numerous organizations, and commitment to teaching and inspiring a new generation of nurses, Joan has ensured that nurses, her community, and nursing will be better for years to come.
MARGARETHE CAMMERMEYER, PHD, RN

Colonel Margarethe Cammermeyer, known as Grethe by many, will have a lasting legacy in nursing, in the military, and in our nation’s history. Her courageous stand against inequality in the military sparked a decades-long struggle that has only just recently resulted in full equality for gays and lesbians in the armed forces. She embodies the strength, integrity, heart and perseverance that are hallmarks of the nursing profession.

In 1989, responding to a question during a routine security clearance interview, she disclosed that she is a lesbian. The National Guard began military discharge proceedings against her. On June 11, 1992, she was honorably discharged. Grethe filed a lawsuit against the decision in civil court and in 1994, the United States District Court for the Western District of Washington ruled that her discharge and the ban on gays and lesbians serving in the military were unconstitutional. She returned to the National Guard and served as one of the few openly gay members in the U.S. military until her retirement in 1997.

Her case resulted in the implementation of “Don’t Ask, Don’t Tell.” She continued to fight for equality and succeeded 17 years later when the “Don’t Ask, Don’t Tell” policy was repealed in 2011. Gay men and women are now allowed to serve openly in the military.

Grethe retired from the Army after six years on active duty and 25 years in the Army Reserves and National Guard. During her military career she challenged policies that discriminated against married women, and married women who became pregnant. Her story drew wide attention since she was nationally recognized as a specialist in neuroscience nursing, was Veterans Administration Nurse of the Year in 1985, had earned the Bronze Star for Service in Vietnam, was Chief Nurse of the Washington National Guard, and had earned a PhD in Nursing Science.

Her book Serving in Silence (with Chris Fisher) was published in 1994. In 1995 a made-for-television movie “Serving in Silence”, in which Glenn Close portrayed Colonel Cammermeyer, was aired, earning the Peabody award and three Emmy awards.

As we reflect on how far this country has come in recognizing equality for gay, lesbian, bisexual, and transgender individuals, we owe much of these positive outcomes to the perseverance of Grethe Cammermeyer. There is still more work to do, but it is because of her efforts that so much progress has been made. As her work has inspired countless others to stand up for what they believe in and work for justice, Grethe’s legacy only continues to grow.
Thelma Cleveland, PhD, RN

Dr. Thelma Cleveland is a visionary who helped ensure that nursing education in Washington State met the needs of our population and the needs of thousands of students. During her tenure as dean of the nursing school at Washington State University, she led the way in expanding access to nursing education through satellite branches across the state, and even across the Pacific to the University of Guam.

Thelma's early nursing career hinted at the legacy she would leave in nursing education. After receiving her bachelor's in nursing, she quickly entered the academic field. She later returned to school to earn her Masters degree from the University of Washington and then began working at UW’s University Hospital while also serving as a clinical instructor and clinical assistant professor.

When Thelma went to the Intercollegiate College of Nursing (now Washington State University College of Nursing) in 1970, as Assistant Professor and Curriculum Coordinator, classes were being taught in the Carnegie Library in downtown Spokane—a humble beginning for the first consortium nursing school in the United States. During her more than twenty years at the college, Thelma served in a variety of leadership roles, becoming Dean in 1982.

Shortly thereafter, WSU began a Masters program in nursing to prepare nurse practitioners, nurse educators and nurse specialists. By 1990, WSU had advanced its technological capabilities and began offering courses through a two-way television network where classes could be viewed by the college's nursing branch sites outside of Spokane. These early on-line capabilities allowed ICNE to develop the state's first RN-BSN program in Spokane, Vancouver, and the Tri-Cities, creating an important option for registered nurses to continue their education while balancing their work and family obligations. At her retirement in 1997, the college had grown to become one of the leading nursing education institutions in the country, with programs in five cities across Washington State. Under her visionary leadership, Thelma began the School's journey to create a PhD in Nursing program, which was launched in 2007.

Her leadership has made our educational institutions better and helped open the doors of nursing education to more students. That legacy has left us with more well-prepared nurses working today and a future where our nursing education will continue to thrive and evolve to meet the needs of future students and our population.
MAXINE DAVIS HAYNES, MN, RN

Maxine Haynes’ pursuit of a career in nursing required tenacity and perseverance. As a trailblazer, she has changed the course of nursing in Washington State and made the profession a better and more diverse field.

As a child in the early 1920s, Maxine was drawn to the nursing profession when an African American nurse came to the house to care for her grandfather at a time when African Americans were not welcome in hospitals. Maxine enrolled at the University of Washington in 1936 and was one of just a few dozen African Americans attending the university. After three years in a pre-nursing program, she applied to the UW nursing school. Tersely rejected because of her race, Maxine recalls being treated very coldly by the school. Though she changed her major to sociology and graduated from UW, she did not let go of her dream. She continued applying to nursing schools and was soon attending Lincoln School of Nursing in New York.

In 1945, Maxine returned to Seattle and became the first African American nurse at Providence Hospital, now Swedish Medical Center. Though the position came with many challenges, including isolation and overt racism from her coworkers, Maxine was not discouraged and was eventually promoted to Head Nurse on the Obstetrical Ward. In 2003, Swedish honored her by announcing the creation of three annual Maxine Haynes Nursing Scholarships.

After working and earning a Bachelor’s and Masters degree in California, Maxine returned to Washington in the 1960s and joined the faculty of the University of Washington School of Nursing as an assistant professor. Not harboring any resentment about her previous treatment by the school, she established a pre-professional program for disadvantaged students, taught public health nursing, directed the continuing education program, and counseled minority students. Maxine eventually moved on to Seattle Pacific University as a full professor of community health nursing. She was very proud of her work developing and implementing a work-study program that enabled undergraduate students to travel to Costa Rica and live with families during the summer.

During her life, Maxine was a friend and mentor to many. In 1949, she was a founding member of the Mary Mahoney Registered Nurse Club, now known as the Mary Mahoney Professional Nurses Organization. Led by Anne Foy Baker, who was inducted into the WSN Hall of Fame in 2004, Maxine was one of 12 nurses who began the group with the idea of establishing a professional organization for African American nurses. The work of the Mary Mahoney Professional Nurses Organization continues to this day with a focus on scholarships and mentoring for students of African heritage.

With Maxine’s passing, we lost a true nursing legend. It is a testament to her life and her work that 10 years later, we are still benefiting from her influence. Many have now followed in her footsteps, becoming nurses and leaders by travelling the pathways she so courageously forged.
JANET PRIMOMO, PHD, RN

Throughout her career, Dr. Janet Primomo has been known as a tireless advocate for her students, school and community. After receiving her Masters and PhD of Nursing from the University of Washington, Janet joined the University of Washington Tacoma faculty as one of its three founding members. She has been influential in shaping nursing education, contributing extensively to program and curriculum development for the RN to BSN and Master of Nursing program at UW Tacoma.

Janet has served as a mentor, advisor, coach and role model to countless students, helping them to see the ‘bigger picture’ of health while striving to ensure students recognize their own leadership ability. She continually integrates her research and service to the community with her teaching. By doing so, she has both improved health in her community and given her students real world and relevant educational opportunities. She is currently a faculty member of the UW Tacoma Nursing and Healthcare Leadership Program, and continues to teach community health and environmental health courses, both great passions of hers.

Janet has a long history of public health advocacy and work with community-based organizations. Best known for her efforts on asthma prevention through her service with the Puget Sound Asthma Coalition, she has developed and evaluated community-based asthma services in collaboration with the Tacoma Pierce County Health Department, contributed to the development of research teams, and coordinated educational opportunities for health care providers. Janet was also instrumental in working with a graduate student to develop a needs assessment of food bank customers that led to the development of a RotaCare chronic disease clinic for low income residents.

Janet has been a longtime member, supporter and contributor to WSNA’s work. In addition to being a champion of WSNA Nurse Legislative Day and consistently bringing students to the event, she went a step further and conducted and published a study on ‘Changes in Political Astuteness Following Nurse Legislative Day’ to demonstrate the importance of the event.

Over the course of her career, Janet has modeled leadership and advocacy through her own leadership positions with professional organizations including Psi-at-Large Chapter of Sigma Theta Tau International Honor of Nursing, the American Public Health Association, the King County Nurses Association and WSNA. Her teaching, practice and scholarship in community and public health nursing will have a lasting impact at the University of Washington Tacoma and beyond, both through her own work in the community and the influence she has had on countless students now practicing and leading in Washington State.
RHEBA DE TORNAY, EDD, RN, FAAN

With the passing of Rheba De Tornyay in September of 2013, the nursing community lost an innovator, trailblazer, mentor, friend, and inspirational leader. These were all facets of a career whose focal point and touchstone was the University of Washington School of Nursing and the thousands of students educated during Rheba’s tenure as dean from 1975 to 1986 and as a faculty member until 1996.

Rheba’s UW tenure encompassed a dramatic and dynamic phase of the School of Nursing’s growth. Her critical emphasis, not without controversy, was upgrading the standards of the nursing profession and nursing faculty to be consistent with standards of other learned professions and disciplines. The University of Washington was advancing to national prominence as an outstanding research university, and Rheba ensured the School of Nursing kept pace. She held faculty to the standard of doctoral preparation and research productivity that would become the norm for appointment, promotion and tenure in academia. The School of Nursing established one of the first programs in the country leading to the PhD in nursing science, despite a lack of funding for the effort during a state financial crisis.

The results were the accomplishments that led the UW School of Nursing to its ranking as the top-rated nursing school in the country, a position it has held continuously since 1984. The school gained and sustained renown for the quality of its faculty, students, research, and teaching. The School of Nursing became a source of not just nurses, but also distinguished nurse-researchers, nurse-educators, and professional leaders. Its alumni are both legion and legend.

Rheba’s landmark book, Strategies for Teaching Nursing, became the unquestioned standard in the field and influenced the way professionals were educated at nursing schools nationally and internationally. Through three editions and several translations over a span of 30 years, it exemplified a more collaborative and reflective approach to the teaching and learning process at a time when students were seen as passive recipients of knowledge.

Though she was dean for slightly more than a decade, Rheba de Tornyay’s impact and influence extended far beyond her time as dean at the School of Nursing. Rheba had a combination of hardiness, decisiveness, determination, and personal warmth that made her a high-achieving pioneer professionally and a treasured friend and colleague personally. She taught to learn, and from her, many others learned to teach as well as practice, research and lead. Her profession, the University of Washington School of Nursing, and our region are different and better places for her presence.

That's right. You can make a difference in someone's life by giving a gift to the Washington State Nurses Foundation (WSNF). Your gift will help support nursing students attending college, either to become an RN or to advance their education with a BSN, Master's or doctoral degree. We are all aware that tuition costs have been climbing much faster than inflation, especially in the past few years. Your tax deductible gift will allow us to award scholarships to more students, and to give larger scholarships, all to very deserving students — our future nurses and future nurse leaders.

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

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

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

OTHER WORTHY CAUSES THE FOUNDATION HAS SUPPORTED IN RECENT YEARS

| $1,000 to help fund scholarships to Nursing Camp for high school students | $5,000 to study Nurse Practitioners barriers to practice and barriers to prescribing | $6,000 to support toy safety and health promotion at the community clinic for uninsured in a culturally diverse area of King County | $1,000 from the Etta B. Cummings Fund to assist a nurse with extraordinary medical expenses | $2,500 to assist nurses in the aftermath of Hurricane Katrina and other natural disasters | $500 to support staff education to improve patient safety initiatives and outreach at a critical access hospital serving rural eastern Washington | $500 to support bicycle safety awareness and helmet use | $1,376 for research on culturally competent health care for Latinos in the Yakima area |

The mission of the WSNF, a 501(c)3 charitable foundation, is to promote the advancement of educational and professional excellence within nursing, and the health and well-being of the citizens of Washington State.

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To make a donation or to apply for a grant, visit www.wsna.org/wsnf
Modest Goals for the 2014 Legislative Session: Passing a Budget and Ending on Time

Scheduled to only last 60 days, expectations were low for the 2014 Legislative session. The Legislature had not adjourned on time since 2008 and political gridlock in the state Senate threatened to block a supplemental budget. To the surprise of many, the legislature managed to adjourn around midnight on the last day and passed a modest supplemental budget. Low expectations manifested in a low passage rate, with only 11% of bills passing for this session.

WSNA PATIENT SAFETY PRIORITIES GET CAUGHT IN THE GRIDLOCK

Patient Safety Package

Due to the advocacy of WSNA members in Olympia, HB 1095 (Green) Safe Nurse Staffing, HB 1152 (Morrell) Meal and Rest Breaks, and HB 1153 (Rykdahl) Limiting Mandatory Overtime all began the 2014 session in a strong starting position in House Rules. This is the last committee before bills come to the floor for a final vote in the House of Representatives. Working closely with Reps. Tami Green, Dawn Morrell, and Eileen Cody, the union coalition of WSNA, SEIU and UFCW 21 gathered the support of a majority of House legislators to move the bill onto the House floor for a vote. Unfortunately, gridlock prevented the House from bringing the bills to a vote. WSNA continues to work through the courts and regulatory agencies to achieve uninterrupted meal and rest breaks, limiting overtime, and safe staffing.

Public Health Nurse Dispensing

HB 1538 (Morrell) Encouraging the safe practice of public health nurses dispensing certain medications. Currently, public health nurses in local health jurisdictions are dispensing medications under the direction of physicians, ARNPs, and other providers with prescriptive authority for family planning, treatment for sexually transmitted infections, and communicable disease control. This bill memorializes this practice for public health nurses in statute. Because of ideological gridlock around issues of family planning, this bill died in the State Senate.

Toxic-Free Kids and Families Act

HB 1294 (Van de Wege) An act related to flame retardants. This bill restricts the use of certain toxic flame retardants in children's products and requires manufacturers to use a safer alternative when available. Gridlock in the state Senate created huge challenges for this bill. While this House Bill did not pass the Senate, the final supplemental budget includes $600,000 for the Department of Ecology to study certain flame retardants and report its findings to the legislature.

WSNA LOBBYING ON BEHALF OF ARNPS UNITED & SCHOOL NURSES ORGANIZATION OF WASHINGTON

This year, WSNA continued to represent ARNPs United and began representing of the School Nurse Organization as each organization pursued their legislative agendas in Olympia with the addition of WSNA's expertise. Major themes for ARNPs United were to defend increased funding in the budget for ARNPs to provide primary care in the Medicaid Expansion (see sidebar on Health Care Reform), and to ensure inclusion of ARNPs as key providers in health reform regulations.

This legislative session was the first year that WSNA represented the School Nurse Organization of Washington. School nurses continue to work toward safe medication administration in schools, access to adequate health services such as children's mental health, and an increase in the number of school nurses present in schools so that the health needs of students can be met.

Despite objections from the nursing and school nursing community, the legislature passed laws to allow the administration of Midazolam, a high risk seizure management medication as well as administration of stock epinephrine for students who do not currently have a documented allergy plan but show symptoms of anaphylaxis.

School nurses are not the only ones concerned. School district employees worked with State Representative Dawn Morrell and Senator Steve Litzow to introduce House Bill 2366 and Senate Bill 6128 to require non-nurse school district employees who are asked to administer certain medications or perform certain nursing services to file a
voluntary written, current, and unexpired letter of intent stating the employee’s willingness to administer the medication or perform the nursing service. School employees must receive appropriate training before being allowed to file the letter. This provides a way out for non-nurse school employees who are uncomfortable with administering medications.

HIGHLIGHTS OF A MODEST SUPPLEMENTAL BUDGET

After several sessions of decline in state revenue and cuts to state health programs, the state’s most recent revenue forecast reported flat revenue. The Legislature responded to court findings requiring increased funding for K-12 education by providing $58 million for K-12 books, supplies, and technology to partially satisfy the state Supreme Court’s McCleary decision. This decision requires an additional $1 billion additional dollars to be invested in K-12 by 2018. Additional information can be found on the Budget and Policy Center website. Another court case in 2013, known as the TR Settlement, held that Washington does not provide adequate mental health care to children. As a result, the Supplemental Budget added $8 million for children’s mental health, which will grow to $35 million a year over the next five years. Other budget items WSNA advocated for in the supplemental budget:

- Maintaining enhanced reimbursement for ARNP’s for primary care services under the Medicaid expansion through December of 2014. While we pushed to extend the reimbursement through June 2015 (the end of the biennium), we are pleased to see that the enhanced reimbursement was not one of the many proposed cuts to the Medicaid budget.
- While legislation for one of the Governor’s request legislation, Healthiest Next Generation (House Bill 2643), did not pass, the budget provided funding to support activities the bill would have created: establishing a Governor’s council for the healthiest next generation to identify policy-related action plans and funding recommendations based on data, best practices, and expert opinion that protect children’s health and support community-level changes.
- The budget assumes savings resulting from implementation of the state Innovation Plan, the basis for HB 2572 (see below). This amounted to an assumed saving of $2.8 million in the supplemental budget.
- Cuts to hospital-owned clinics were restored from previously proposed budgets earlier in the session.
- Additional funding for mental health services amounting to $177 million.
- The budget does not include funding for the Affordable Care Act’s Federal Basic Health option.
- Tuition continues to be capped for public colleges and universities.
- $25 million additional dollars for Opportunity Scholarships to help low income students get four years degrees in STEM and healthcare. Nursing degrees are included in STEM.
- No cuts to public health funding, despite the Senate’s preliminary budget proposal of a 5% ($1.8 million) cut to public health.

HEALTH REFORM

Governor Inslee Passes Legislation to Improve State Health Care Purchasing

Health policy continues to evolve after the passage of health reform. One of the major pieces of legislation was Governor Jay Inslee’s push to improve state health care purchasing. WSNA will stay engaged as the law is implemented over the next few years.

HB 2572, sponsored by Rep Cody entitled Concerning the effectiveness of health care purchasing and transforming the health care delivery system, implements the Health Care Authority’s State Health Care Innovation Plan submitted to the Centers for Medicare and Medicaid Innovation (CMMI). The new law advances value-based purchasing, promotes community health, and provides greater integration of chronic illness care and needed social supports in state purchased health care. Highlights of the bill of particular interest to nursing are:

- Continuation of the Joint Select Committee on health care oversight to coordinate activities of key state health agencies and the Health Benefit Exchange.
- Allows the Health Care Authority to fund a community of health pilot project through 2020. Eligible entities include public health.
- The Department of Health is to establish a health extension program to provide training, tools, and technical assistance to primary care, behavioral health, and other providers to emphasize high quality preventative, chronic disease, and behavioral health care that is comprehensive and evidenced based. Community Health Workers are identified as a resource. DOH is to make rules necessary for implementation.
- Creates a performance measures committee to identify and recommend standards statewide measures of performance to inform public and private health care purchasers to track costs and improvements in health outcomes. The committee includes health providers and is charged with submitting performance measures to the Health Care Authority by January 1, 2015. Measures are to include prevention, care coordination, and patient safety among others. State agencies will use this information to inform purchasing decisions.
- Allows the Health Care Authority and Department of Social and Health Services to restructure Medicaid procurement of health care services to better integrate physical health, mental health, and chemical dependency treatment, consistent with SB 6312.
- The Office of Financial Management is to establish a statewide all-payer health care claims database for public reporting of health care information. An advisory committee will be convened to include key provider organizations. A lead organization will be chosen to provide health care data reports to assist with awareness and promotion of transparency in the health care market. OFM is to adopt rules as necessary. The Insurance Commissioner is not to use this information to review health insurance rates.
Network Adequacy Rules for Health Reform Implementation

WSNA and ARNPs United worked to ensure that ARNPs are included in primary and specialty care networks to be established by insurance carriers in the Network Adequacy rules currently being developed by the Office of the Insurance Commissioner. We provided an educational session with OIC staff and reviewed and commented on 180 pages of draft regulations. A hearing on the final rule is scheduled for late April.

WSNA Works to Defeat Bills That Would Undermine the Role of Navigators in Health Reform

SB 6474 (Rivers) Requiring navigator applicants to furnish background check information. Existing law requires navigators/In Person Assistors to undergo a background check with the Washington State Patrol. This bill would add a burdensome requirement to submit fingerprints for processing by national law enforcement.

SB 6354 (Dammeier) Concerning protection of health care information in the health benefit exchange related to navigators. This bill would have prohibited navigators or in person assisters from requesting health care information from a person seeking their services and negatively impact navigators' ability to assist patients with specific health needs to assess plan drug coverage or participating providers. This duplicates existing contract requirements that prohibit disclosure of any health care information for unauthorized purposes.

HEALTH REFORM UPDATE
MEDICAID EXPANSION AND HEALTH BENEFIT EXCHANGE

The need for nurses and nurse practitioners will only become more acute as over half a million more Washingtonians now have access to health insurance. Washington’s health insurance exchange, known to consumers as the Washington Healthplanfinder (http://www.wahealthplanfinder.org), finished the first open enrollment period for qualified health plans, or private insurance plans, on March 31st. Meanwhile, the Medicaid Expansion, known to consumers as Washington Apple Health, continues to enroll individuals year round. Compared to the majority of states, Washington excelled in establishing its own state based exchange and enrolling consumers.

As of April 1st:
- 146,497 individuals enrolled in private health plans
- 268,367 Medicaid newly eligible adults enrolled
- 135,485 individuals previously eligible for Medicaid, but who had not enrolled in the past, chose to enroll
- 408,086 previously enrolled Medicaid clients renewed their coverage through the Exchange.

Prior to the passage of the Affordable Care Act, an estimated 1 million Washingtonians lacked health insurance.

Washington is in a minority of states demonstrating a commitment towards full implementation of health reform by opting-in to both the Medicaid Expansion and establishing a state based Exchange. Currently, only 27 states expanded Medicaid and only 15 states established a state-based Exchange. The federally facilitated exchanges, known to consumers as Health Insurance Marketplace, support 35 states, with a total budget less than California’s state exchange.

Partly due to the rough start of the federal program, public scrutiny on Washington’s program was intense. Published updates showed that the Healthplanfinder was behind in its goal of enrolling 130,000 in private insurance by January 1st. Since then, enrollment goals have been met, if not exceeded.

Like exchanges across the US, the start was bumpy and filled with technical glitches. But the state has made multiple fixes to the site allowing enrollment numbers in both Medicaid Expansion and qualified health plans to climb steadily.

ARNPs & Medicaid Reimbursement

To ready Washington State for Medicaid expansion, the federal government brought Medicaid payments for certain primary care services and some preventive health services up to current Medicare reimbursement levels for the 2013 and 2014 calendar years. These payments were fully federally funded through December 2014. Because the federal fiscal year and the state fiscal year are different, this increased reimbursement fell 6 months short of our state’s fiscal year. Last session, WSNA participated in a coalition to secure state funding to maintain these increased Medicaid payment rates for primary care providers through June 2015. The coalition’s funding request was $24.8 million in the 2014 supplemental budget.

This funding was not included in the final supplemental budget passed by the Legislature. The main obstacle to this effort was the still-blight budget outlook the Legislature faced last session. The supplemental budget that eventually passed had very minimal new investments in funding. Without any new revenue, there was not any funding to be allocated for our budget request. In addition, some legislators believed that when this increased reimbursement was included in the operating budget in 2013, providers understood that it would end in December 2014 and would not ask for a continuation of that reimbursement rate.

There could be an opportunity to try for this funding again in the 2015 session, as there could be another supplemental budget drafted then. However, it is unclear whether the budget outlook will be any better then, even if the coalition asked for something less than 6 months of reimbursement.

1 https://www.statereforum.org/Medicaid-Expansion-Decisions-Map?gclid=CJ9trWQLOCFVKFinodPrMAHA
2 https://www.statereforum.org/tracking-health-coverage-enrollment-by-state

Continued ›
newborns. This issue was of importance to ARNPs United.

HB 2315 (Orwall) Concerning suicide prevention. Originally this bill required health professions including nurses (LPNs, RNs, and ARNPs), physicians, chiropractors, osteopaths, osteopathic assistants, physical therapists, physical therapist assistants, and naturopaths to complete at least 6 hours of training in suicide assessment, treatment, and management every 6 years. WSNA expressed concerns about a mandatory CNE requirement but expressed support for increased mental health services. The final law requires a one-time training on suicide prevention. The bill also establishes a pilot program for physicians to support in the assessment, diagnosis, and treatment of adults with mental health disorders.

HB 2351 (Cody) Concerning out-of-state health care providers volunteering in Washington. This bill allows out-of-state health professionals to volunteer for up to 30 days per year in Washington. This bill comes from Remote Area Medical (RAM), an organization that organizes health clinics throughout the country. RAM is coming to the Seattle Center in October and is concerned about sufficient numbers of in-state volunteer health providers, especially dentists. WSNA worked to amend the bill so that the health professional operates under his or her resident state scope of practice law, or the state law hosting the volunteer event, whichever is most restrictive. We also worked to ensure the privacy of medical information created at these events.

SB 6032 (Becker) Establishing dextromethorphan provisions. This bill requires retailers to obtain proof of age from the purchaser before completing the sale of any product with dextromethorphan. Buyers must be 18 years of age or older to purchase. The Washington Nurse Center in October and is concerned about sufficient numbers of in-state volunteer health providers, especially dentists. WSNA worked to amend the bill so that the health professional operates under his or her resident state scope of practice law, or the state law hosting the volunteer event, whichever is most restrictive. We also worked to ensure the privacy of medical information created at these events.

SB 6065 (King) Concerning tanning devices. Prohibits a person under 18 years of age from using an ultraviolet tanning device.

SB 6283 (Becker) Clarifying the practice of a phlebotomist. The Medical Assistant Certified -Phlebotomist scope of practice is amended to include tests waived under the Federal Clinical Laboratory Improvement Program, high and moderate complexity tests (if the MA meets qualifications), and administration, but not interpretation of, EKGs. This change is to capture the work of medical technologists and laboratory scientists previously practicing under the health care assistant Category A (phlebotomist). WSNA collaborated with Group Health Cooperative and WSMA to draft appropriate amendments.

SB 6419 – (Cleveland) Concerning expanding access to Medicaid programs in border communities. The state health care authority and the department of social and health services are to collaborate and seek opportunities to expand access to care for enrollees in certain Medicaid programs living in border communities with Oregon and Idaho that may require contractual agreements with providers across the state border when care is appropriate, available, and cost-effective.

DEFEAT OF ANTI UNION BILLS

WSNA worked with the labor community to defeat bills that would undermine collective bargaining. There are an increasing number of bills proposed to undermine collective bargaining in Washington. The following are a few key pieces of legislation WSNA worked to defeat:

SB 6244 (Hewitt) Placing restrictions on when representation under a public collective bargaining agreement may be challenged. This bill would be to make it easier to decertify unions that represent public employees, by dramatically expanding the allowable time period for the filing of decertification petitions.

SB 6250 (Dammaier) Requiring submission of digital copies of public employees’ collective bargaining agreements.

SB 6300 (Becker) Requiring public disclosure of public sector unions’ finances.

ISSUES LIKELY TO REAPPEAR IN 2015

In addition to the WSNA Patient Safety Reform legislative priorities, we will likely continue to be engaged in the following issues in 2015:

HB 1448 (Berquist) Requires health carriers to reimburse for services provided via telemedicine. We amended this bill with provider neutral language to ensure inclusion of ARNPs. The bill failed to pass the Senate.

Marijuana Legalization

With the passage of I-502 to legalize recreational marijuana for adults, several pieces of legislation were introduced to reconcile established medical marijuana law with the initiative: SB 6178 sponsored by Senator Jeanne Kohl-Welles, SB 5887 sponsored by Senator Anne Rivers, and HB 2149 sponsored by Representative Cody. The Senate Bills allows medical marijuana in schools. The School Nurse Organization of Washington (SNOW) and WSNA raised concerns about potential conflict with federal law requiring schools to be a “drug free zone.” While marijuana is legal in Washington, this is not reflected in federal law. Risk of noncompliance with federal law may result in denial of federal funding to schools. Neither Senate bill passed. HB 2149 also did not pass. Because the legislature did not succeed in reconciling the initiative and medical marijuana laws, we expect the debate to continue next session.

FOCUS ON TAMİ GREEN’S ELECTION TO THE STATE SENATE

All members of the House of Representatives are up for re-election, requiring continued support for Reps. Eileen Cody and Dawn Morrell. Since Rosa Franklin’s and Margarita Prentice’s retirements from the State Senate, the nursing perspective has been sorely missed. Tami Green is actively campaigning to defeat Steve O’Ban for the 23rd Legislative District Seat. Be on the lookout for WSNA-sponsored events to support Tami Green’s run for the Washington State Senate.
WSNA NURSE LEGISLATIVE DAY — THOUGHTS ON MY FIRST EXPERIENCE

By Adrienne Humfeld

I have not had the time for politics for many years, especially during nursing school. Prior to attending this session, I really didn’t understand the need for our help to pass certain legislation. After seeing the speakers talk about issues that are clearly necessary for the welfare of both nurses and patients, and absorbing the statistics on how healthcare continues to change, it was as if all the pieces fell together.

I was really impressed with the thorough presentations by the speakers. It was a great deal of information. I felt honored to be there, and I was made to feel very welcome by so many nurses from across our state. I was proud to be numbered amongst them. As a new graduate, I also appreciated the resources for those new to the profession as we enter the job market. It was a fine way to begin our practice!

After meeting with our representatives, who really didn’t see the need for our legislation, it was disheartening, but also reinforced that I need to be writing them to tell them why it’s important that they support us. I was glad that they made time for us and listened to what we had to say, however. After speaking with a staffer, I received some helpful hints about how to present information that I send them (making things very short and referencing studies, using bullet points). In my future practice, I plan to write to my representatives about bills that affect healthcare that I support. I feel as though we elected them, and they should support us! Healthcare is relevant for everyone, and it is in their best interests to help pass legislation that will affect the care of the general public in a positive way.

I would also like to attend WSNA Nurse Legislative Day in the future, to keep up with the advances we are making in legislation. This is really important! I will also be discussing the need to support our legislation within my circle of influence, as it is usually unknown to the general public, but directly affects them and their loved ones as potential or future patients. I will be asking them to contact their representatives as well. The more they hear from us, the more likely they may be to help pass our legislation.

As I begin my new life as a nurse, I have formulated goals that will help me to become involved in the issues I care about. I plan on becoming active in the WSNA organization. I do plan on regular communication with my representatives, in a meaningful and evidence-based manner about the ‘why’ behind the necessity of passing our legislation. It is an honor to serve as a nurse, and to serve as an advocate for our patients statewide.

ADRIENNE HUMFELD is a graduating senior nursing student at Washington State University, and is currently precepting in Obstetrics. She is passionate about women’s health, cardiology, and oncology. She is a writer and artist, and enjoys time with friends and family in the kitchen. Upon graduation, she hopes to begin charity work in addition to her career in nursing.
Nursing Students of Washington State Annual Convention a Success
By Stella Pirotte

On March 15, 2014 the Nursing Students of Washington State (NSWS) Annual Convention was held in Grand Mound, WA. The convention, themed From Books to Boards to Benefits and featuring Career Training and NCLEX review breakout sessions, focused on NCLEX success, career planning, and job search techniques. NSWS faculty advisor and Clinical Assistant Professor at Washington State University, Debbie Brinker, delivered a talk titled Showcasing Yourself: Resumes and Cover Letters that WOW. “I normally teach this material as an entire class,” Brinker told students, “but for you I condensed it into an hour.” Students walked away from the convention with a repertoire of tools and resources to aid them on their path towards a successful nursing career. They also had the opportunity to meet face-to-face with recruiters from several local hospitals. Additionally, many students attended a student nurse-specific Red Cross disaster certification course led by Red Cross disaster nurses Mary Maxon and Shirley Williams.

During the House of Delegates meeting, the new NSWS Board was elected. I, Stella Pirotte, will be President and Elizabeth York was elected as President-Elect. The other positions were filled as follows:

- Vice President: Esther Maria Garza-Maloney
- Community Service Chair: Autumn Manion
- Recording Secretary: Kristy Hawkins
- Corresponding Secretary: Celestinna Davidson
- Treasurer: Debra Bevens
- Director-at-Large West: Joanna Shelton
- Director-at Large East: Max VonderMehden
- Nominating & Elections Chair: Kristina Grate

The NSWS board is focusing on leadership and community building. We will be seeking opportunities for mentorship with the WSNA network and encourage any WSNA members or board members to reach out and help support NSWS students—the future leaders of nursing. If you are interested in getting involved with our organization, please email us at nsws.officers@gmail.com. Please also visit our website at http://www.nsws.org for more information.
Untangling the Path to BSN
Washington Nursing Action Coalition Progress

What an exciting time for nursing in Washington State! Three new RN-to-BSN programs now exist, another is in the works, and thanks to a new agreement among the state’s academic institutions, students will soon have a smoother path to the BSN degree.

The Washington Nursing Action Coalition (WNAC) implements the Institute of Medicine’s national blueprint, ensuring that all Americans have access to high-quality, patient-centered care. Amy Johnson, the Strategic Consultant for the Association of Washington Businesses, has joined the team as the co-lead. As the state’s chamber of commerce, AWB and the AWB Institute represent more than 8,000 businesses and more than 750,000 workers, so Amy brings a strong business perspective to the WNAC work.

Currently, about 55 percent of Washington State’s nurses hold a BSN; the national goal is to increase that number to at least 80 percent. This initiative stems from the 2010 Institute of Medicine Report, “The Future of Nursing: Leading Change, Advancing Health.” Nurses must meet the increasingly complex patient needs—the population is older, more diverse, and complex conditions, such as diabetes and cardiovascular disease account for most of the care needed today. The IOM calls for more nurses to achieve higher levels of education to be better prepared to meet populations’ needs because research increasingly has shown that better patient outcomes are linked to staffing where more nurses hold a BSN degree or higher. The BSN education fosters skills in leadership, systems-thinking, health policy, research, and community health. Earning a BSN benefits nurses by giving them increased competencies and employment and career opportunities.

To get a better sense of incentives and barriers for Washington RNs pursuing a BSN, we convened nurses for two “Safe Table” forums in Spokane and Seattle last June, after which we published the paper “Moving from ADN to BSN: What Works for Washington State RNs?” which you can find on our website. For many nurses, going back to school poses financial challenges; rigid work schedules can hamper nurses’ ability to complete an RN-BSN program. Access to RN-BSN education needs to continue to expand geographically. The need for more highly educated
nurses is especially acute in some of Washington's more rural areas, where the percentage of BSN-prepared nurses is lower than 30 percent.

To add to those challenges, the current capacity of pre-licensure BSN programs cannot meet existing demand, and each year, qualified nursing school applicants get turned away. These programs can only increase capacity with more funding for additional faculty and more clinical sites.

So, where are the solutions?

They’re found in collaboration. We are nearing the completion of the two-year Academic Progression in Nursing (APIN) grant from the Robert Wood Johnson Foundation. The focus has been developing a streamlined pathway to a BSN through shared competencies between ADN and BSN programs, reduction in curricular variation, supportive systems for minority students, and direct transfer agreements between community colleges and universities.

Since 2012, funds from the grant have helped fund four new RN-to-BSN programs in the state: Saint Martin’s University in Lacey, Bellevue College, Western Washington University in Bellingham and Wenatchee Valley College. Three are accepting students, and one, Wenatchee Valley, is completing the approval process.

Diversity

As our state’s cultural composition changes, it’s important that the nursing workforce better reflects the rich diversity of the people who live here. We have seen high attrition rates among minority nurses and nursing students, for many reasons. To support the new generation of nurses as they navigate the first few years of the profession, the Washington Center for Nursing piloted a yearlong Diversity Mentoring Program that began last fall. In the program, experienced nurses have been working with minority nursing students and novice nurses in western Washington, sharing helpful resources and talking through new and challenging situations that have come across in their work. The pilot will undergo evaluation this summer, followed by the program’s expansion. We’re looking to identify best practices for the recruitment, retention and graduation of minority BSN students.

Direct Transfer Agreement

Perhaps the most impressive result of exemplary collaboration between nursing and higher education stakeholders across the state is the landmark agreement to create a new statewide Associate in Nursing transfer agreement (Direct Transfer Agreement/Major Ready Pathway or DTA/MRP). This standardizes the way credits are awarded and accepted between and among Washington’s community and technical colleges and four-year universities. The programs that will use the agreement are working to ensure their programs align to the new transfer pathway. The workgroup’s co-leads will be available to other nursing deans and directors in implementing the DTA/MRP on their campuses, and students will be able to enroll in the new pathway no later than the fall of 2015.

The new Associate in Nursing Direct Transfer Agreement will eliminate differences among academic institutions over how credit hours are determined, what courses are required for admission, limits on the number of transferrable credits and variability in general education requirements. Under the plan, students will complete their nursing academic coursework at a participating community or technical college and, after passing the licensing exam, will be eligible to finish the BSN at a participating university.

We are making substantial achievements in Washington to make sure there are enough nurses to care for the people in our state, now and in the future. Please reach out to us at info@wcnursing.org or http://www.WCNursing.org to see how we can collaborate. As we’ve learned time and again, we go further and the outcome is more sustainable when we do it together.
## Recently Settled Contracts

<table>
<thead>
<tr>
<th>Wage Increase</th>
<th>Changes / Gains</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benton Franklin Health District</td>
<td>No wage increases</td>
</tr>
<tr>
<td>Significant improvements in health care benefit language will result in additional take home pay for most nurses due to increased employer contribution percentage and reduced employee contribution percentage</td>
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</tr>
<tr>
<td>HRA/VEBA employer contributions retained</td>
<td>Improved grievance process language</td>
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<td></td>
<td>Improved job posting language</td>
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<tr>
<td></td>
<td>Vacation accrual cap raised to 300 hours</td>
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<tr>
<td></td>
<td>Sick Leave accrual cap raised to 600 hours; employees with over 600 hours may cash out 50% of accrual over 600 hours</td>
</tr>
<tr>
<td>Good Samaritan Hospital (MultiCare)</td>
<td>Expanded preceptor pay language</td>
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<td>Evaluations will not include quotations from co-workers</td>
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<tr>
<td></td>
<td>Retirement program improvements</td>
</tr>
<tr>
<td></td>
<td>Mandatory requirement: CDO shall attend Hospital/RN Conference Committee twice a year</td>
</tr>
<tr>
<td></td>
<td>Nurses are assured union protections in the effect of a successor</td>
</tr>
<tr>
<td>1st Year</td>
<td>2%</td>
</tr>
<tr>
<td>2nd Year</td>
<td>2%</td>
</tr>
<tr>
<td>3rd Year</td>
<td>2%</td>
</tr>
<tr>
<td>Ratification bonus will be based on actual paid hours in 2013 rather than assigned FTE</td>
<td>New language requiring the hospital to bargain over proposed changes to the medical plan</td>
</tr>
<tr>
<td></td>
<td>New Vacation Cash Out: Nurses may cash out up to 120 hours of accrued vacation hours per calendar year</td>
</tr>
<tr>
<td></td>
<td>New float pool language: Must be able to work at least three specialty depts., and shall receive $1.00 per hour worked in float pool</td>
</tr>
<tr>
<td></td>
<td>New language regarding premium in Lieu of Benefits for nurses working below 0.6FTE</td>
</tr>
<tr>
<td></td>
<td>Updated certification premium list</td>
</tr>
<tr>
<td></td>
<td>New language requiring 30 days rather than 21 days’ notice of pending layoff</td>
</tr>
<tr>
<td></td>
<td>Improved vacation request response language</td>
</tr>
<tr>
<td>Kittitas Valley Healthcare</td>
<td>New language requiring the hospital to bargain over proposed changes to the medical plan</td>
</tr>
<tr>
<td></td>
<td>New Vacation Cash Out: Nurses may cash out up to 120 hours of accrued vacation hours per calendar year</td>
</tr>
<tr>
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<tr>
<td></td>
<td>Improved vacation request response language</td>
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<tr>
<td>1st Year</td>
<td>1.5%</td>
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<tr>
<td>2nd Year</td>
<td>1.5%</td>
</tr>
<tr>
<td>3rd Year</td>
<td>1.5%</td>
</tr>
<tr>
<td>RN Quality Measures Bonus: Up to $500 (prorated to FTE) per year if RN Quality Measures are met</td>
<td>New language requiring the hospital to bargain over proposed changes to the medical plan</td>
</tr>
<tr>
<td>Operating Income Bonus: Up to $500 (prorated to FTE) per year if budgeted operating income target is met</td>
<td>New Vacation Cash Out: Nurses may cash out up to 120 hours of accrued vacation hours per calendar year</td>
</tr>
<tr>
<td>Morton General Hospital</td>
<td>New float pool language: Must be able to work at least three specialty depts., and shall receive $1.00 per hour worked in float pool</td>
</tr>
<tr>
<td></td>
<td>New language regarding premium in Lieu of Benefits for nurses working below 0.6FTE</td>
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<tr>
<td>1st Year</td>
<td>1%</td>
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<tr>
<td>2nd Year</td>
<td>1.5%</td>
</tr>
<tr>
<td>3rd Year</td>
<td>1.5%</td>
</tr>
<tr>
<td>Additional steps added: Steps 26, 27, 29 and 30</td>
<td>Rest Periods: New language clarifying a paid rest period of 15 minutes for each four hour work period</td>
</tr>
<tr>
<td>Skyline Hospital</td>
<td>Scheduling Patterns: Hospital will reasonable try to maintain nurses scheduling patterns (days off/days on) from schedule to schedule</td>
</tr>
<tr>
<td>Newly adjusted wage scale took place Feb. 1, 2014</td>
<td>Bereavement Leave: New language giving part time nurses the same amount of bereavement leave as full time nurses</td>
</tr>
<tr>
<td>New steps added: Steps 16 and 17</td>
<td>WSNA will have 15 minutes during the first week of employment to meet with each hired new RN</td>
</tr>
<tr>
<td>Per diems will move up one step on the wage scale after completing 1,248 hours of work</td>
<td>Working in excess of every other weekend shall be by mutual consent</td>
</tr>
<tr>
<td>Nurses on voluntary stand-by will be paid $5.50 per hour for all time spent on stand-by (on call)</td>
<td>Per diem nurses will commit to work a minimum of three days per month, including holidays</td>
</tr>
<tr>
<td>All vacation time will be paid on termination with a minimum of 14 days’ notice of termination</td>
<td>State mandated Staff Committee is now part of the contract</td>
</tr>
<tr>
<td></td>
<td>Succession language added to protect nurses’ rights should the hospital ownership change</td>
</tr>
</tbody>
</table>

The current economic environment continues to make negotiations challenging for collective bargaining units throughout the state. WSNA negotiation teams, nurse representatives and attorneys have worked hard to achieve fair contracts, with continued positive results. By participating in the collective bargaining process, WSNA members are standing together and continuing to demand strong contract language, that holds employers accountable.

We are proud of our successes and will continue to hold the line, fighting for fair and equitable contracts that promote the interests and welfare of WSNA-represented nurses.

### GOING GREEN

For several years, WSNA has made our contacts available both for immediate download on our website and by mailing each member a copy on CD-ROM. We recognize that fewer people are finding the CD format to be useful anymore, and production costs and postage rates have increased over time. In an effort to be conservative with your dues money and to act responsibly toward the environment, we're adapting to the times and discontinuing the CDs. From now on, as soon as your contract is ready, we will post it to the website and send you a postcard in the mail—as well as an email if we have your personal email address—to let you know it is available. For members who require a printed copy of their contract and are unable to print a copy from the website, we will mail one to you at your request.
Labor History: Past, Present & Future

2014 WSNA E&GW Leadership Conference
SEPTEMBER 28-30, 2014
CAMPBELL’S RESORT, CHELAN

Join Us on the Shores of Lake Chelan and Learn to Be a Better Labor Leader

DON’T MISS WSNA’S PREMIER LABOR TRAINING EVENT!

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. Get an update on the national and state labor scenes, learn how to be more effective leaders in your own workplace, celebrate successes, and find out for what’s coming next.

LOCATION
Campbell’s Resort
104 W Woodin Ave, Chelan, WA 98816
Chelan is located near the center of Washington State, just 180 miles east of Seattle and 160 miles west of Spokane. Major airline service is available from Wenatchee, 36 miles to the south. 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.

ACCOMMODATIONS
To make room reservations, contact Campbell’s at 800.553.8225 or 509.682.2561, and reference registration group code: WSNA.
Note that room cost is not included in event registration fee.
Rooms can also be reserved online at www.campbellsresort.com.

www.wsna.org/leadership
2014 Leadership Conference Registration

RETURN TO US...
By mail:  
WSNA, 575 Andover Park West, Suite 101, Seattle WA 98188  
Or fax:  
206-575-1908

<table>
<thead>
<tr>
<th>First Name</th>
<th>Informal First Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name</td>
<td>Credentials (RN, MN, BSN, etc)</td>
</tr>
<tr>
<td>Address</td>
<td>City</td>
</tr>
<tr>
<td>(Non-work) Email Address</td>
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</tr>
<tr>
<td>Phone</td>
<td>Cell Phone</td>
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</table>

EDUCATION SESSION 1
Select one:
- [ ] A Essential Skills in Organizing
- [ ] B Empowering RNs to Take on the Issues
- [ ] C Political Advocacy & Community Outreach

EDUCATION SESSION 2
Select one:
- [ ] A Essential Skills in Organizing
- [ ] B Public Speaking
- [ ] C Social Media

SHIRT SIZE
Circle: Men's / Women's
- [ ] S
- [ ] M
- [ ] L
- [ ] XL
- [ ] XXL
- [ ] XXXL

FEES
<table>
<thead>
<tr>
<th>Conference fee</th>
<th>$325</th>
</tr>
</thead>
<tbody>
<tr>
<td>+ additional awards banquet guests x $30 each</td>
<td>=</td>
</tr>
<tr>
<td>= Total amount due</td>
<td></td>
</tr>
</tbody>
</table>

PAYMENT
- [ ] Check / Money Order payable to WSNA
- [ ] Visa / MasterCard / American Express

Card Number: ___________________________ Expiration Date: / _________
Cardholder Name: ___________________________
Cardholder Signature: ___________________________

- [ ] Local Unit Funds

Local Unit: ____________________________________________________________
Signature of Local Unit Chair: ___________________________________________
# 2014 Leadership Conference Agenda

**SUNDAY, SEPT 28**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:00 p.m. - 1:00 p.m.</td>
<td>Early Registration</td>
</tr>
<tr>
<td>1:00 p.m. - 5:00 p.m.</td>
<td>Fall Local Unit Council Meeting</td>
</tr>
<tr>
<td></td>
<td>All are encouraged to attend.</td>
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</tbody>
</table>

**MONDAY, SEPT 29**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 a.m. - 8:30 a.m.</td>
<td>Breakfast / Visit the Vendors</td>
</tr>
<tr>
<td>8:30 a.m. - 9:00 a.m.</td>
<td>Welcome and Introductions</td>
</tr>
<tr>
<td>9:00 a.m. - 10:00 a.m.</td>
<td>Labor History: Where We’ve Been</td>
</tr>
<tr>
<td></td>
<td>Judy Huntington, MN, RN, Executive Director, WSNA</td>
</tr>
<tr>
<td>10:00 a.m. - 10:15 a.m.</td>
<td>Break</td>
</tr>
<tr>
<td>10:15 a.m. - 11:45 a.m.</td>
<td>Building Our Power for the Future</td>
</tr>
<tr>
<td></td>
<td>Rick Kuplinski, Deputy Director, Department of Organization and Field Services, AFT</td>
</tr>
<tr>
<td>11:45 a.m. - 1:00 p.m.</td>
<td>Lunch / Visit the Vendors</td>
</tr>
<tr>
<td>1:00 p.m. - 2:30 p.m.</td>
<td>Education Sessions</td>
</tr>
<tr>
<td>A</td>
<td>Essential Skills in Organizing</td>
</tr>
<tr>
<td></td>
<td>Rick Kuplinski, Deputy Director, Department of Organization and Field Services, AFT</td>
</tr>
<tr>
<td>B</td>
<td>Empowering RNs to Take on the Issues</td>
</tr>
<tr>
<td></td>
<td>Travis Elmore, BSN, RN, RN-BC, Nurse Representative, WSNA</td>
</tr>
<tr>
<td></td>
<td>Ed Zercher, BSN, RN, Nurse Representative, WSNA</td>
</tr>
<tr>
<td>C</td>
<td>Political Advocacy &amp; Community Outreach</td>
</tr>
<tr>
<td></td>
<td>Sofia Aragon, JD, RN, Senior Governmental Affairs Advisor, WSNA</td>
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<tr>
<td></td>
<td>Richard Burton, Political Action Coordinator, WSNA</td>
</tr>
<tr>
<td>2:30 p.m. - 3:00 p.m.</td>
<td>Break / Visit the Vendors</td>
</tr>
<tr>
<td>3:00 p.m. - 4:30 p.m.</td>
<td>Education Sessions</td>
</tr>
<tr>
<td>A</td>
<td>Essential Skills in Organizing</td>
</tr>
<tr>
<td></td>
<td>Rick Kuplinski, Deputy Director, Department of Organization and Field Services, AFT</td>
</tr>
<tr>
<td>B</td>
<td>Raising Your Voice: Public Speaking Training</td>
</tr>
<tr>
<td></td>
<td>Lillie Cridland, Communications Specialist, WSNA</td>
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<td></td>
<td>Anne Tan Piazza, Asst. Executive Director of Governmental Affairs &amp; Operations, WSNA</td>
</tr>
<tr>
<td>C</td>
<td>Social Media Training</td>
</tr>
<tr>
<td></td>
<td>Hanna Welander, BSN, RN, Nurse Representative, WSNA</td>
</tr>
<tr>
<td>4:30 p.m. - 5:00 p.m.</td>
<td>Group Photo</td>
</tr>
<tr>
<td></td>
<td>Wear Your WSNA T-Shirt!</td>
</tr>
<tr>
<td>4:30 p.m. - 6:00 p.m.</td>
<td>Break / Visit the Vendors</td>
</tr>
<tr>
<td>6:00 p.m. - 7:30 p.m.</td>
<td>Welcome Reception / Labor Jeopardy!</td>
</tr>
<tr>
<td>7:30 p.m. - 9:30 p.m.</td>
<td>Awards Banquet</td>
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<tr>
<td></td>
<td>Cabinet on E&amp;GW Awards Banquet</td>
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<tr>
<td></td>
<td>Wear a nursing/labor history costume!</td>
</tr>
</tbody>
</table>

**TUESDAY, SEPT 30**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 a.m. - 8:30 a.m.</td>
<td>Breakfast / Visit the Vendors</td>
</tr>
<tr>
<td>8:30 a.m. - 9:30 a.m.</td>
<td>Greetings from State &amp; National Labor Leaders</td>
</tr>
<tr>
<td></td>
<td>National Federation of Nurses</td>
</tr>
<tr>
<td></td>
<td>Washington State Labor Council</td>
</tr>
<tr>
<td></td>
<td>AFT</td>
</tr>
<tr>
<td>9:30 a.m. - 10:30 a.m.</td>
<td>Next Steps in Health Reform</td>
</tr>
<tr>
<td></td>
<td>Sofia Aragon, JD, RN, Senior Governmental Affairs Advisor, WSNA</td>
</tr>
<tr>
<td></td>
<td>Amy Clary, Assistant Director, AFT Healthcare</td>
</tr>
<tr>
<td>10:30 a.m. - 11:00 a.m.</td>
<td>Break / Visit the Vendors / Check Out</td>
</tr>
<tr>
<td>11:00 a.m. - 12:00 p.m.</td>
<td>Looking Toward the Future: Applying New Skills</td>
</tr>
<tr>
<td></td>
<td>Rick Kuplinski, Deputy Director, Department of Organization and Field Services, AFT</td>
</tr>
<tr>
<td>12:00 p.m. - 12:30 p.m.</td>
<td>Our Future is Ours</td>
</tr>
<tr>
<td></td>
<td>Judy Huntington, MN, RN, Executive Director, WSNA</td>
</tr>
</tbody>
</table>
PERFECTLY ORGANIZED

The WSNA Continuing Competency Record Keeper Kit helps you keep track of the documents verifying your compliance with NCQAC licensure renewal requirements.

The kit is flexibly designed to allow you to create the solution that best fits your unique needs. Select the tab dividers that are pertinent to your practice/education, and use them with the folder to create a customized kit for storing all the important documents that verify your compliance with Washington State’s continuing competency requirements.

Available for order by mail, telephone or fax.

Order Form  Continuing Competency Record Keeper Kit

BILLING ADDRESS
Name
Address
City
State Zip
Phone

SHIPPING ADDRESS
Name
Address
City
State Zip
Phone

_______ Record Keeper Kits  
\[ \times \text{($10.00 each)} \]

\[ = \text{Total amount due} \]

IF PAYING BY CREDIT CARD

Cardholder Name
Cardholder Signature
Card Number
Card Expiration
The Inland Empire Nurses Association (IENA), as part of the 4th district of the Washington State Nurses Association, was proud to host our annual Legislative dinner in October 2013 at the Red Lion Hotel Inn at the Park, in Spokane, WA. This event is always a huge success for area nurses, as many of our local and state representatives attend. It gives them a chance to share their legislative views, priorities, and overall agenda with our nurses and the nursing community a chance to dialogue with our legislators, asking questions and offering feedback to our representatives in a neutral setting. This event ensures our presence is felt at the local, state, and federal levels, helping achieve a voice for our nursing specific priorities in the political arena.

On that note, IENA also took part in Nurse Legislative Day this year by chartering a bus for local nurses and student nurses to ride in to Olympia, WA on February 24th. We prepared in the morning by attending a seminar that taught us about key legislative issues central to WSNA's platform. These included Safe Staffing/Real Rest breaks, Toxic Free Kids and Families, Public Health Nurses dispensing Act, and increased support for School nurses (SNOW). Budget priorities include increased public health funding for maternity support services, maintenance of nursing education funding for scholarships and faculty retention and recruitment, as well as continued enhanced reimbursement for ARNPs to provide optimal primary care under the ACA health reform laws. This informational session led into the mornings breakout sessions, covering such topics as Grassroots, Public Health Nursing, School Nursing Priorities, Running for Political Office, Environmental Health Priorities, and ARNP Reimbursement, Legislative and Regulatory Issues. We were then invited to visit ‘The Hill’ where we met with legislators and their aides from our registered voting districts to discuss our position on the key legislative and budget priorities we had learned about earlier. This experience is always well received by both legislators and participants alike and we look forward to continuing this tradition annually.

On March 17th, Lori Brown PhD, CNE, CCRN and her colleagues facilitated a lively discussion centering around horizontal violence and incivility in the workplace. Many positive remarks were noted, and we thank Lori for her time and expertise in leading this continuing education opportunity for our area nurses.

It is a pleasure serving the greater Spokane community this year as President of IENA. We are always looking for fresh faces to serve on our board of directors. Please consider volunteering with us. Contact me at iena@aimcomm.net. Thank you and best wishes for a beautiful Spring!

—Bobbi Woodward, BSN, RN

We are special in our area in that our District is also the WSNA Local Bargaining Unit of the hospital. Most of our functions and educational offerings include District and Local Unit staff.

We are pleased to announce that we have finally settled on a mutually agreeable contract with hospital administration. It has taken two and a half years of negotiations.

A big thank you to WSNA staff for the long hours and many resources needed in dealing with this difficult process. We are incredibly grateful for the kind words and encouragement we received while out in the community and working at the bedside.

We would also like to thank our nurses for enduring the longest negotiation period since the hospital opened in 1964 and the first ever imposed contract. They were able to remain strong and united during this challenging time. Through all of this, the nurses did not let it affect the great care provided at the bedside. Our patients remained first and foremost. It is unfortunate that hundreds of thousands of dollars were spent in this process.

I am thankful that I am a member of WSNA, District President and a member of the negotiating team. We held elections late in 2013 and have new officers to carry on. Chair Paul Kelly, Co-Chair Marla Rowbotham, Secretary Sue Lowatchie, Grievance Officer Amy Krogstadt, Membership Officer Jennifer Crane and myself, Treasurer Judi Lyons.

We are looking forward to repairing the relationship with administration so we can move forward together and focus on making our hospital an even better place for patients and employees.

We are planning a spring banquet BBQ June 4th to give nurses an opportunity to celebrate themselves and their professional organization.

It will be a well earned time to unwind, rejoice and relax.

—Judi Lyons
In Memoriam

Sandra Geraldine Mannhalt
1937 – 2014

After 76 wonderful years of life, Sandra Geraldine Foster Mannhalt of Seattle passed on March 5th, 2014. Sandy was born in Salem, Oregon on December 1st, 1937 and is survived by her sister Susan, four children—Rebecca, David (Leah), Mark (Tami), Gregory (Jennifer) and former husband Guenter. Sandy beamed with joy when sharing moments with her 11 grandchildren and 4 great grandchildren. Surviving loved ones include nieces, nephews, cousins, extended family and friends. Sandy was devoted to caring for others both in her personal life, and during an amazing 44 year career as an Emergency Room Registered Nurse at Virginia Mason Hospital. She displayed a positive spirit, filled with love, happiness, optimism, an adventure for life and a great sense of humor.

The family expresses their sincere thanks to the caring staff at Virginia Mason and the Evergreen Health Home Care and Hospice teams. In memory of Sandy, donations may be made to The Virginia Mason Foundation and The Alzheimer’s Foundation of America.

Nancy L. Risser
1945 - 2014

Nancy L. Risser, 65, of Seattle, died suddenly on Wednesday, February 12, 2014. Born in Lancaster, PA, she was the daughter of Allen and Ida Risser.

Nancy graduated from Manheim Township High School in 1966 and then Alfred University in 1970 with a B.S. in Nursing. She then went on to earn an M.S. in Nursing from the University of Washington in 1972. She worked in health care, primarily as a nurse practitioner and a clinical specialist for the Veterans Administration for over 40 years. Additionally, she served on the clinical faculty at the University of Washington. Nancy was dedicated to patient care and was recognized numerous times for the quality of her care, including being a 2005 New York Times Nurse of the Year.

Nancy is survived by her devoted husband of 38 years, Terry Montgomery, and her two loving sons, David Montgomery, of Taipei, Taiwan, and Daniel Montgomery, of Allentown, PA.

She is also survived by three brothers and two sisters: Kenneth, husband of Vickie, New Kent, VA; Jeffrey, husband of Madeleine, Lawrenceville, GA; Judy, wife of Paul Debban, Snellville, GA; Philip, husband of Lisa, Leola, PA; and Lucinda, wife of Gary Biesecker, Dallas, PA.

Nancy enjoyed travelling, gardening, making pottery, and spending time with her family. She was an avid reader, with great curiosity about the world.

Donations may be made in Nancy’s memory to Partners in Health (http://www.pih.org/)

Ann C. Rodman
1945 - 2014

On Sunday February 23, we lost a truly wonderful mother and friend.


She worked for Yakima Regional formerly St. Elizabeth Medical Center for 39 years until her retirement in 2012. Ann was an avid animal lover and volunteered for the Humane Society. She was also a die-hard Mariners fan holding season tickets every year and never missing a home game. Ann was a very compassionate and loving person to her patients and all who knew her.

Ann is survived by two daughters, Roberta (Steven) LeMaster and Nancy Lopez, 3 step-children Rick Rodman, Debbie Rodman-Cuyle and David Rodman whom she considered her own children. 15 grandchildren and 5 great-grandchildren. Also Jennifer Mora who was like a daughter to her and her best friend Carmen Rowland and numerous family and friends.

Ann will be missed dearly but will forever be in our hearts.

New Members

WHATCOM COUNTY
Beck, Jessica
Belieu, Chelsea
Bulano, Andrey
Eason, Danielle
Engelsma, Lindy
Ezzy, Jessica
Fleming Gale, Jessica
Gill, Justin
Gugich, Stacy
Harvey Houtsma, Erin
Harwick, Noa
Jungblom, Ashley
Keefe, Colleen
Kennedy, Jacqueline
Kingoo, Rachael
Koenig, Kara
Lebaron, Erin
Myrene, Joel
Nelson, Kristen
Prueitt, Alissa
Rhyar, Sarah
Sandberg, Kelly
Taylor, Arlene
Vanderlinden, Jessica
Watt, Susan
Williamson, Cassandra

KING COUNTY
Alcid, Arnel
Ananelechti, Chokwuchu
Angell, Joe
Arend, Heather
Basile, Nathalie
Bateman, Susan
Benson, Nancy
Berko, William
Bersin, Jan
Bissell, Martha
Black, Leah
Blackmore, Faith
Blancanfor, Erin
Blick, Abigail
Bordner, Lori
Bradley, Jessica
Brener, Jennifer
Breuer, Leslie
Brinks, Bailey
Brown, Lynn
Brown, Rachel
Burrowes, Cara
Butters, Lareesa
Cabatan, Julia
Cainns, Elizabeth
Calland, Terrie
Campbell, Christine
Card, Holly
Chum, Cheuk-Wai
Cleole, Georgianna
Clift, Megan
Clune, Theresa
Cooper, Kimberly
Crossman, Janelle
Crouch, Jacklyn
Davis, Nicholas
Deboms, Julie
Dill, Caitlin
Drummeh, Samba
Driscol, Anne
Durham, Julia
Elginio, Janette
England, Rachel
Engley, Marcus
Erk, Mark
Fajmon, Cynthia
Fisher, Lorraine
Fontenot, Danielle
FORCONA, Jean-Ester
Forgythe, Erin
Fox, Christy
Francis, Stephanie
Franzen, Virginia
Gabriel, Lara
Gaddy, Kathryn
Galeotalanza, Heather
Gallagher, Lynn
Gardner, Mary
Gebben, Maureen
Gibson, Michelle
Glen, Caraila
Goldberg, Sarah
Gonzales, Callea
Goulding, Taylor
Greig, Kathleen
Grander, Cindy
Gray, Sunshine
Greenwood, Kendra
Grinde, Dene
Hagin, Erika
Hale, Jennifer
Halverman, Tamara
Hampton, Lindsey
Hanley, Natalie
Hardin, Sara
Hardin, Siarra
Hardman, Susan
Harrington, Erin
Harri, Emily
Heim, Sandra
Helbert, Matthew
Herbach, Julie
Hoffman, Kimberly
Hor, Adrienne
Husser, Monica
Hwango, Haoyang
Ian, Cody
Ingebritson, Paula
Jangi Khatooobadab, Elmira
Johns, Jean
Johnson, Randi Lee
Johnson, Robin
Jones, Alicia
Jones, Carolyn
Kaiser, Nancy
Kaye, Michaela
Kearney, Michael
Kelly, Krista
Kim, Katie
Knapp, Richard
Knattes, Corrina
Knudsen, Jennifer
Kuznetsova, Anna
Kwon, Jessica
Labasah, Jessa
Larsen, Eric
Lawton, Nancy
Lawton, Nancy
Layton, Julie
Lemster, Kristine
Low, Katherine
Lu, Ying Ying
Lytte, Katherine
Maged, Deborah
Mai, Kathleen
Marcet, Sarah
Marchesvka, Kathryn
Marshall, Guru Amit
Martinez, Mariel
Matthews, Jimmy
Maybin, Adriana
McCaw, Aaron
McClelland, Robin
McCully, Mollie
McKnight, Alisha
McLain, David
McLaughlin, Belinda
Meja, Irene
Melland Wilson, Amber
Mendez, Christopher
Michael, Sheryl
Miller, Benjamin
Mitchell, Stephen
Montgomery, Nicole
Moerleer, Maggie
Naruhun, Robin
Naughton, Elizabeth
Navetta, Jaime
Naymik, Nicholas
Nem, Giny
Nemerever, Marilyn
Nieman, Karen
Nitroy, Jennifer
Nolon, Rhonda
O'Leary, Caitlin
O'neil, Kira
Olivera, Jose
Olsen, Anne-elsie
Ott, Kerri
Ourland, Alyson
Pai Palimar, Jordan
Pando, Alexandra
Pappas-Hudelson, Stephanie
Paquet, Renee
Perhurova, Julia
Peterson, Julie
Pilkington, Vanessa
Pham, Ha
Pilcher, Laura
Pucci-bacoocc, Courtney
Reyes-Albada, Ma Vita
Reynolds, Sarah
Rice, Kelly
Rinck, Brittany
Roberts, Lauri
Robbins, Karen
Roberts, Jonathan
Sandoval, Neal
Semenyuk, Anna
Senour, Audrey
Sharpe, Renee
Sherry, Sunny
Shield, Casey
Shields, Patricia
Shipley, Bethany
Simpson, Tricia
Situ, Stacey
Slatt, Danielle
Smith, Madeline
Snyder, Kristine
Solberg, Carly
Stalsbroten, Nathaniel
Stewart, Samantha
Stockton, Mandi
Stroebusch, Mark
Sulik, Victoria
Sullivan, Casey
Sullivan, Melissa
Swartz, Brent
Sweeney, Michael
Swenson, Nancy
Takahashi, Atsuko
Tayama, Aira
Teague, Monica
Teplow, Susan
Thompson, Junko
Tilford, David
Timmerman, Rie
Tjepkeler, Shannon
Tolk, Sarah
Tullows, Robin
Turner, Elizabeth
Turner, Krista
Valicoff, Julia
Valchega, Lila
Vinson, Emily
Ward, Jolee
Watt, Michelle
Westernacker, Hacker
Eleanor
Wettleson, Angela
Workneh, Roman

PIERCE COUNTY
Acosta, Shelleen
Allore, Stacey
Amaro, Shadie
Andrews, Kristeena
Aungdung, Dawn Mhel
Aube, Paul
Bailey, Angelina
Barker, Codie
Barker, Susan
Bayron, Emily
Berliner, Hannah
Bielka, Tina
Bogaard, Loren
Brook, Karen
Buchanan, Nathan
Busek, Jenna
Bush, Catherine
Cameron, Caitlin
Cantrall, Donna
Carpenter, Iwona
Chichinski, Stephanie
Christian, Madde
Clapp, Renee
Crouch, Brittany
Cvitanich, George
Dinh, Tam-Anh
Douthit, Mellanie
Duarte, Christie
Duerr, Trisha
Dynes, Jacqueline
Eaker, Jillian
Eck, Jaemi
Ely, Erica
Embere, Andrea
Eschenfelder, Rachel
Febus, Rachel
Fowles, Jacqueline
Fusion, Ashley
Garmon, Jessica
Garrison, Abigail
Gegenhuber, Carol
Glahn, Joseph
Gosia, Jordan
Griggs, Dee Dee
Guyette, Tiffany
Haydash, Lyudmyla
Henness, Gressa
Hong, Eunjin
Horn, Jennifer
Howard, Jennifer
Hummel, Jessica
Innissky, Nataliya
Ingle, Stacy
Iverson, Joanne
Januch, Mary
Johnson, Kristen
Johnson, Kristine
Johnston, Christina
Jones, Britni
Jones, Joyella
Jordan, Roumela
Joyce, Elizabeth
Kepler, Dru
Kluth, Scott
Koecke, Sarah
Koht, Jennifer
Kotik, Tatyana
Koval, Katie
Lampety, Nancy
Lapham, Jonathan
Larson, Danielle
Lata, Anshu
Lee, Sandra
Lee, Yip Han
Lemings, Sarah
Lennon, Shannon
Martin Glihooover, Melissa
Martin, Crystal
Martin, Kate
Martin, Kim
Martin, Regina
Mason, Andrea
Maude, Tina
Matauta, Kona
Mayer, Miranda
May, Sylvia
McCoy, Ashley
McCreadie, Jessica
McCrosin, Georgia
McGowan, Susan
Mclennan, Carly
Mendez, Elisabeth
Mitchell, Kathy
Moeller, Kimberly
Mollich, Jamie
Moore, Vicki
Morado, Margie
Morris, Julia
Motsu, Alina
Myers, Madelynne
Neal, Patrick
Nelson, Claire
Nelson, Janae
Ng, Alban
Nicewonger, Kimberly
O'ourke, Neally
Okujwu, Maureen
Orlov, Oksana
Packard, Melissa
Palmanio-Epps, Melodie
Paulette, Rebbie
Penn, Kristen
Pessach, Corrin
Pfeiffer, Jenny
Ponce, Desiree
Porter, Natalie
Reed, Meghan
Reed, Shelts
Revelez, Deborah

NOTICE: 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 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 this dues. It is the responsibility of the nurse to notify WSNA of this change in work status.

SPOKANE / ADAMS / LINCOLN / PEND Oreille COUNTIES
Adams, Christopher
Antush, Krisi
Baldwin, Deborah
Ballsen, Carla
Baltzell, Chelsea
Barber, Elizabeth
Barnett, Thomas
Belch, Rebecca
Beltz, Kaylee
Berger, Kylee
Birmingham, Rashele
Bowen, Mary
Carlson, Kolby
Casto, Jonathan
Christensen, Theresa
Creighton, Alina
Reyrie, Karla
Ribeca, Deborah
Rodriguez, Edsel
Ruley, Kate
Russell, Anastacia
Samuel, James
Santos, Mamellissa
Sauls, Mandy
Schaefer, Shaffer
Shingler, Erin
Skillman, Elizabeth
Slater, Jena
Smee, Sarah
Solis, Julia
Stafford, Donna
Stalcup, Tiana
Staley, Syneva
Stearns-Church, Tracy
Stenger, Whitney
Stone, Jennifer
Swan, Sherry
Terronez, Cynthia
Thompson, Mandie
Timmons, Shawn
Tiwan, Mukbinder
To, Jessica
Trang, Victoria
Travis, Rachel
Turak, Shauna
Van Devender, Rachel
Vaughan, Stacey
Vaughn, Annie
Vera Nunez, Sonia
Villanueva, Karla Dawn
Wagner, Chandra
Wolcott-MacCausland, Phoebe
Woods, Brenda
Woznicki, Jamie
Yap, Demette
Young, Jessica
A growing number of WSNA members are paying their membership dues by electronic funds transfer (EFT).

EFT is a monthly alternative to annual or installment dues payments. A member who would prefer to pay dues via EFT would submit a blank voided check along with a membership application or change of information card to WSNA.

Ease of use is a principal reason for payment of dues via EFT. A member would only need to contact the membership department about changes to their checking account or employment status and would only receive an invoice if dues could not be deducted from a checking account.

Any changes to the checking account that would be used for the payment of EFT dues should be reported to the WSNA membership department immediately. A modification to the amount of dues withdrawn or cancellation of the authorization must be made in writing to WSNA twenty (20) days prior to the deduction date.

The other dues payment options available to WSNA members at this time are payroll deduction, annual and installment payment. If you would like to pay your dues via EFT, please download a membership application or change of information card from the membership page of the WSNA website. The membership page can be found at http://www.wsna.org/Membership.

Please contact the membership department for any questions related to your dues by phone at 206.575.7979, by fax at 206.838.3099 or by email at membership@wsna.org.
Be prepared for the unexpected.

Get a WSNA Emergency Preparedness Kit.

Standard Kit $34.99

- 8 Datrex Emergency Drinking Water Pouches
- 1 Datrex packet of 9 food bars
- 1 Thermal Blanket - 84" x 52"
- 2 Air-activated 12-hour body / hand warmers
- 1 Hooded Poncho
- 3 Trash Bags
- 2 12-hour light sticks
- 2 zip baggies

- 1 flashlight with 2 D cell batteries
- 1 Whistle
- 1 deck playing cards
- 1 pair leather palm gloves
- 1 sling bag

- 1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard wipe bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3 2"x2" gauze pads, 15"x15" abdominal pad, 1 roll Kendall tape, 3 antiseptic towelettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes)

First Responder Kit $49.99

- 16 Datrex Emergency Drinking Water Pouches
- 1 Datrex packet of 18 food bars
- 1 Thermal Blanket - 84" x 52"
- 2 Air-activated 12-hour body / hand warmers
- 1 Hooded Poncho
- 3 Trash Bags
- 2 12-hour light sticks

- 2 zip baggies
- 1 flashlight with 2 D cell batteries
- 1 AM/FM radio
- 1 deck playing cards
- 1 pair leather palm gloves
- 1 sling bag

- 1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard wipe bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3 2"x2" gauze pads, 15"x15" abdominal pad, 1 roll Kendall tape, 3 antiseptic towelettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes)

ORDER DETAILS

Standard Kits . . . . . . . . . x $34.99 = _______
First Responder Kits . . x $49.99 = _______
$12.50 shipping charge per item + _______
Subtotal = _______
9.50% sales tax + _______
Total = _______

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

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

Take courses at the time and place that's most convenient for you

Start, stop, and re-start your reading where you left off if you cannot complete the course in one sitting

Upon passing a course, print your CNE contact hour certificate immediately

Keep a record of the courses you’ve completed through WSNA online CNE for up to seven years

WSNA brings Washington State nurses the most recent, relevant, and evidence-based learning opportunities by providing continuing education from respected authors noted for expertise in their fields.

- Avoiding Toxic Trespass: Incorporating an Environmental Assessment into Your Practice
- Continuing Competency
- Grassroots Political and Legislative Action
- Guidelines for the Registered Nurse in Giving, Accepting, or Rejecting an Assignment
- Introduction to Faith Community Nursing
- Nurse Practice Act and ARNPs
- Protecting Nurses as a Valuable Resource: Washington State’s Safe Patient Handling Law
- Quality of Care, Nurses’ Work Schedules, and Fatigue
- Recognizing and Treating the Impaired Nurse
- Safe Staffing
- Transformational Leadership for Direct Care Nurses
- Washington State Nurse Practice Act for RNs
- Violence in the Workplace
- Washington State Nurse Practice Act for RNs
- More on the way!

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.

www.wsna.org/cne
Are you under investigation from the Department of Health or have you been served with a Statement of Charges and face an administrative hearing? Protect your professional license and livelihood by calling the Rosenberg Law Group: we handle all components of your professional licensure defense before a Washington State agency or board. We have a proven track record of successfully defending professional licenses.