Advocacy Doesn’t End at the Bedside

You advocate for your patients every day. Learn how you can advocate for them effectively in Olympia too.

JANUARY 15, 2015
Advocacy Camp
ANTHONY’S HOMEPORT, OLYMPIA
Enjoy a day of intensive advocacy and activism training in a small classroom setting, followed by a reception that evening with state legislators.

FEBRUARY 9, 2015
Nurse Legislative Day
WASHINGTON PERFORMING ARTS CENTER & STATE CAPITOL, OLYMPIA
Join hundreds of nurses and nursing students for incisive legislative and health policy analysis. Meet with legislators and attend afternoon hearings at the state capitol.

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Lead change and advance health

On-site classes combined with distance learning, part-time or full-time study.

“In nursing school, they teach you how to save a patient’s life. This program teaches you how to change the world.”
— Christina Kressin ’13

Get your questions answered, email lkaplan@stmartin.edu or call 360-412-6129.

www.stmartin.edu/nursing
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SPOTLIGHT EVENTS

WSNA Legislative Advocacy Camp
January 15, 2015 / Olympia, WA

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

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

DISASTER PREPAREDNESS

What You Can Do Now to Be Ready

→ Page 20

This page is a table of contents with various sections such as Up Front, Continuing Education, Legislative Affairs, Washington State Nurses Convention & 2015-2017 Biennium, and Disaster Preparedness. Each section contains additional topics like call for nominations, elections, awards, donations, registration, and other events. The page also mentions Spotlight Events with dates and locations for advocacy and legislative days.
### Upcoming Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<td>DECEMBER 2014</td>
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<td>5</td>
<td>WSNA Board of Directors meeting</td>
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<td>10</td>
<td>WSNA Staff Planning Retreat - WSNA offices closed</td>
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<td>25 – Jan 1</td>
<td>Winter Holiday - WSNA offices closed</td>
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<td>JANUARY 2015</td>
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<td>New Years Day – WSNA offices closed</td>
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<td>NSWS meeting</td>
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<td>Cabinet on Economic &amp; General Welfare meeting - Olympia, WA</td>
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<td>Martin Luther King, Jr. Day - WSNA offices closed</td>
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<td>FEBRUARY 2015</td>
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<td>Nurse Legislative Day – Olympia, WA</td>
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<td>Washington State Nurses Foundation meeting</td>
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<td>Board of Directors meeting</td>
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<td>APRIL 2015</td>
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<td>22 – 24</td>
<td>Washington State Nurses Convention – Tulalip, WA</td>
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<td>WSNA Biennial General Assembly – Tulalip, WA</td>
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<td>MAY 2015</td>
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<td>AFT Professional Issues Conference / NFN Academy – Chicago, IL</td>
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</tbody>
</table>

### 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 Membership Assembly
- 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 Option legislative advisory committee
- Healthcare Personnel Shortage Task Force
- Health Care Access Coalition (to maintain access to medications)
- Health Care Without Harm
- Health Coalition for Children and Youth
- Health Pact Forum
- Healthy Washington Coalition to Healthy Washington Steering Committee
- 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
- 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
This issue focuses on preparing for disasters and emergencies. It’s important for us both personally and professionally to ensure that we’re ready for whatever challenges may come our way. Nurses have an important role in planning how our health care systems and communities prepare for emergencies. We also often play that role within our families. We may not always know what hazards are around the corner, but through preparation we can make it easier to respond when the emergency occurs. Both at work and at home, knowing you have the right supplies and where to find them, having good lines of communication with your team (or family), and making a plan in advance so that everyone’s working together are all potentially lifesaving steps you can take right now.

Looking beyond our own home and workplaces, it’s critical that we adequately fund public health so that our communities are prepared for disaster. Our public health departments are often the first line of defense in a disease outbreak, among the first responders during a disaster, and the coordinators of all of our efforts in a crisis. In this issue, there is an update on the fight to save public health clinics in King County. Drastic budget cuts put four public health clinics at risk and jeopardized the health of thousands of clients. Seattle – King County nurses rallied together and have now successfully saved three of these clinics (as this was going to print, they are still fighting to keep the Northshore clinic open). While budget cuts may not make the front page news like an earthquake or disease outbreak, there is no doubt that the proposed clinic closures could have been as dangerous and hazardous as any number of other disasters. Nurses at Seattle-King County responded to this emergency by joining together and working with grit, determination and a deep commitment to serving others. It’s an example of what nurses can accomplish together and something we should all be inspired by.

Many nurses and policy makers have been focused on Ebola preparedness recently. It’s important that we get it right and that we act quickly to bring all of our hospitals, health departments, clinics, schools, and other health care and community settings up to speed. I’m proud of the work that WSNA has been doing to keep nurses safe and informed. It has also been reassuring to see good coordination and collaboration emerging between WSNA, the Department of Health, other unions and associations. On the national level, AFT, NFN and ANA have shown that they are leaders in advocating for nurses and patients. Regardless of how much of an impact Ebola has in Washington, the work in preparing for this potential crisis has been invaluable and has helped to build the systems and relationships that will make us better equipped to handle the next unforeseen emergency.

Of course, the only thing better than being prepared for a disaster is preventing one from happening in the first place.

As important Ebola work continues, now is also the time to take the necessary preventive steps to reduce the risk of another deadly infectious disease – influenza. Heading into flu season, we all have a professional and personal obligation to do our part in preventing the flu:

- Get your flu shot this year (and every year)
- Wash your hands vigorously for two minutes with soap and water
- Cover your mouth when coughing or sneezing
- Stay home if you are symptomatic (fever 100.1 or more, muscle aching, fatigue, severe headache, chills), drink plenty of water, and get plenty of rest
- Talk to your coworkers about preventing the flu and getting vaccinated

No excuses. You can prevent the spread of flu and you can help ensure that your coworkers do the same. This issue has more detailed information about the vaccines available and other flu prevention information. I urge you to read and share this information widely.

There’s no better time than now to prepare for a healthy future.
INDEPENDENT STUDY OPTIONS

- **Depression - IMPACT**: Online Training for Depression Care Management; Contact Hours: 17.5; Fee: $50
- **Diabetes Update**: Contact Hours: 71; Fee: $150
- **Hepatitis C Online Course**: Contact Hours: 17.75; Free to view
- **Hepatitis Case Studies - Hepatitis A**: Contact Hours: 1.5; Free to view
- **Hepatitis Case Studies - Hepatitis B**: Contact Hours: 7.0; Free to view
- **Hepatitis Case Studies - Hepatitis C**: Contact Hours: 4.0; Free to view
- **HIV - HIV/AIDS Implications for Nurses**: Contact Hours: 9.0; Fee: $95
- **Managing Change - Working within the Kotter Model**: Contact Hours: 5; Fee: Free to Staff; The Evangelical Lutheran Good Samaritan Society / Kris Pronto at kpronto@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 kpronto@good-sam.com or 605.362.3279; expires: October 2015
- **Medical Spanish for Hospital Nurses**: Contact Hours: 25 (Expires December 31, 2014)
- **Medical Spanish for Office Nurses**: Contact Hours: 25 (Expires December 31, 2014)
- **Medical Spanish for NPs, Physicians and PAs - Course A**: Contact Hours: 25 (Expires December 31, 2014)
- **Medical Spanish for NPs, Physicians and PAs - Course B**: Contact Hours: 25 (Expires December 31, 2014)
- **The Challenge of Pain**: Contact Hours: 12.7; Fee: $195
- **Pharmacology - Adult/Geriatric Drug Therapy**: Contact Hours: 7 - 8.0; Fee: $195
- **Pharmacology - Neuropsychotropic Drug Therapy**: Contact Hours: 8.2; Fee: $195
- **Pharmacology - Prescribing Scheduled Drugs**: Contact Hours: 10; Fee: $195 / 175
- **Pharmacology - Women’s Health Drug Therapy**: Contact Hours: 5.8; Fee: $150
- **Wound Academy - Successful Wound Care: It Takes a Team**: Fee: $195; Contact Hours: 11
- **Wound Academy - Wound Assessment and Documentation**: Fee: $60; Contact Hours: 2.0
- **Wound Academy - Wound Care Update 2013**: Fee: $195; Contact Hours: 14.6

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  Seattle, WA 98195
  206.543.1047
cne@uw.edu
  www.uwcne.org

- **MedicalSpanish.com**
  Kari L. Ivanyl, BSN, RN, MSN, FNP
  PO Box 110567
  Anchorage, AK 99511
  klivany@gmail.com
  www.medicalspanish.com

CONTINUING EDUCATION NEWS

This has been a productive year for WSNA’s CEARP-ANCC approval unit, as it continues to work to ensure quality continuing nursing education in our region. Recently we have seen an increase of requests from providers in the state of Oregon for approval of faculty-directed courses, as a result of an overall reduction in the number of ANCC approver organizations across the United States.

On August 9, 2014, over 45 participants from 5 states attended a “CEARP Update” workshop, conducted by WSNA and held at the Northwest Kidney Center, to interact and engage in quality education and outcomes. The planning committee committed to provide a highly interactive and meaningful workshop to assist our regional provider units in being successful. **Carla Grant, BSN, RN-BC**, Clinical Education Kootenai Health and **Susan E. Thornton, MN, RN**, Senior Educational Associate of Acute Care Education, LLC were recognized with the WSNA CEARP Certificate of Approval with Distinction Award for 2014.

WSNA’s CEARP (Continuing Education Approval and Recognition Program) works to assure carefully-planned continuing education activities through a rigorous review and approval process, and has been accredited to do so by ANCC (the American Nurses Association credentialing arm) since 1976.

**Carla Grant, BSN, RN-BC**, Kootenai Health with **Heather Stephen-Selby, BSN, MSN, ARNP-BC**, RN, Assistant Executive Director of Nursing Practice, Education, and Research
Because you should be more worried about what's inside your books than you are about paying for them...

The Washington State Nurses Foundation annually awards scholarships to qualified students preparing for a career as a registered nurse in Washington State. The minimum amount of each scholarship is $1,000.

APPLICATION DEADLINE & SCHOLARSHIP AWARD
Materials must be postmarked by February 13, 2015 and scholarship award announcements will be made by April 17, 2015.

TO APPLY
You can find a PDF application form at www.wsna.org/wsnf. Print and return it to us postmarked by February 13, 2015.

Undergraduate student applicants must be enrolled in an approved program leading to an associate or baccalaureate nursing degree, and must have completed at least 12 nursing credits (Credits from LPN programs do not apply towards the 12 completed credits). Graduate student applicants must be admitted to an approved graduate nursing program to be eligible to apply for a scholarship. Applicants must be either a resident of Washington State or enrolled in an approved RN program in Washington State.
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
Challenges Ahead for the 2015 Legislative Session

By Sofia Aragon, JD, BSN, RN
WSNA Senior Governmental Affairs Advisor

A Low Performing 2014

While the state legislature adjourned on time for the first time since 2008, it was also a year where we saw the lowest number of bills passed since 1984. The outlook for the 2015 legislative session remains challenging and continued inertia in Olympia is expect to continue due to weak state revenue and continued volatility in the State Senate.

Hot Button Issues Facing the Legislature in 2015

ESTABLISHING A BIENNIAL BUDGET: WASHINGTON STATE SUPREME COURT ORDERS THE STATE LEGISLATURE TO FULLY FUND K-12 IN ADDITION TO IMPORTANT LEGAL OBLIGATIONS

There is slow positive growth in state revenues amounting to 2.7 billion in additional dollars for the 2015-2017 biennium. However, maintenance of current programs, keeping up with state employee pensions and health benefits, plus fulfillment of the McCleary State Supreme Court decision and costs due to ballot initiatives can bring state spending commitments to 5.5 billion in new spending in 2015 through 2017. (See charts on next page.)

Despite mounting pressure from the WA State Supreme Court, the WA State Legislature has yet to fully fund K-12 in accordance with the 2012 WA State Supreme Court order in McCleary vs. State of Washington. Last September, the Supreme Court held a special hearing on K-12 funding as a follow up to their announcement in June of 2014 to hold the legislature in contempt for failing to come up with a plan to fully fund K-12. The legislature did put about $1 billion extra into K-12 during the 2013-2014 biennium. However, nonpartisan staff estimated that the state needed to put about $1.4 billion extra into K-12 over this biennium. (It’s also important to note that about $500 million of the $1 billion came in one-time funds and transfers.) Among the contempt punishments, the Court is considering imposing monetary sanctions, prohibiting other expenditures, ordering specific K-12 funding legislation, and ordering the sale of state property to fund K-12 education.

It is within this difficult environment that WSNA will be working with partners to push for funding to support health and educational services statewide:

• $54 million for 2015-2017 needed to fully fund public health communicable disease response by state and local public health and efforts to address the childhood obesity epidemic
• Fully fund school nursing services as part of re-investments in K-12 as ordered by the McCleary decision
• Re-invest in the Health Professions Scholarship and Loan Repayment Program

Policy Developments in 2014 Anticipated to Continue During 2015 Legislative Session

FUNDING FOR MORE BEDS FOR PSYCHIATRIC PATIENTS

The Washington State Supreme Court heard oral arguments in an important case about the practice of “psychiatric boarding.” The court considered arguments that the practice is an unconstitutional violation of patient’s rights. During argument, the court referenced an amicus curiae (friend of the court) brief submitted by the Washington State Hospital Association and strongly supported by WSNA, the Washington State Medical Association, and SEIU. The justices noted that while the groups are not always known for getting along, they presented a united front in the case against psychiatric boarding. The amicus group supported the position of the plaintiff patients who argued it is a violation of their constitutional rights to be detained by the state for days at a time without receiving evaluation and treatment services. While the court found psychiatric boarding to be unconstitutional, the state struggles to find a sufficient amount of beds and qualified health care staff to treat individuals. For now, the state has established approximately 100 beds.
additional new beds, but approximately 300 patients are affected. WSNA will continue to work with WSHA and WSMA to advocate for additional psychiatric bed funding and appropriate staffing.

**hospital consolidation**

Advocates for maintaining access to legal health services in Washington continue to explore potential legislation in 2015 to guard against negative impacts of hospital consolidation. WSNA supported the Washington State Department of Health’s (DOH) revision of the Certificate of Need administrative rules which require hospitals to file with DOH for any transaction in which the control, directly or indirectly, of part or all of any existing hospital changes to a different person, including but not limited to by contract, affiliation, corporate membership restricting, or any other transaction. The Washington State Hospital Association is challenging the new rules. WSNA will continue to support the DOH rules and work with other advocates to protect patients’ rights to services.

**Maintaining Gains from Health Reform: Continuing to Support the Health Benefit Exchange and Medicaid Expansion under Health Reform**

The WSNA will continue to be engaged in assuring meaningful health reform implementation. The Washington Health Benefit Exchange is one of the most successful state exchanges in the nation, providing quality private health insurance to over two thirds of the uninsured and underinsured prior to health reform implementation in 2009. We would also like to see continued success of the Medicaid expansion to cover vulnerable low income populations. WSNA will continue to work to further improve quality health coverage in Washington while guarding against groups continuing to oppose health reform.

If you have questions on any advocacy issues of interest, please contact WSNA Senior Governmental Affairs Advisor, Sofia Aragon, JD, BSN, RN at saragon@wsna.org.
Nurse Legislative Day

Join us on WSNA’s Nurse Legislative Day and learn about the critical issues facing nurses, nursing and health in Washington this year, and most importantly, discover how you can make a difference first-hand in Olympia.

MONDAY, FEBRUARY 9, 2015

MORNING EDUCATION SESSIONS
at Washington Center for the Performing Arts (NEW LOCATION!)

WSNA’s Priorities for 2015
Discover which issues WSNA will work on in the next legislative session and how you can get involved

Become a More Powerful Advocate
Learn to be an effective advocate on the issues important to you

WASHINGTON CENTER FOR THE PERFORMING ARTS is located at 512 Washington St SE, Olympia, WA 98501

AFTERNOON ADVOCACY: PUTTING IT INTO ACTION
at the Capitol

Meet with Your Legislators and Attend Hearings
Visit www.leg.wa.gov to find out your legislative district and representatives or call the Legislative hotline at 1-800-562-6000.

2015 Nurse Legislative Day Registration Form
Separate form required for each registrant. (Photocopy this form as needed.)

Name

Street Address

City  State  Zip  Phone

Legislative District (http://app.leg.wa.gov/DistrictFinder)

Membership # / Last 4 SSN

School  Email

☐ Pre-registered student ($25)
☐ Pre-registered member of WSNA, ARNPs United, AAPPN, WANA, AORN, or SNOW ($60)
☐ Pre-registered non-member ($65)
☐ Student who registers on-site ($35)
☐ All others who register on-site ($80)

$___________ Registration Fee (includes continental breakfast and box lunch)
Registration fees constitute contributions to WSNA-PAC. Registration fees are not deductible as charitable contributions for federal income tax purposes.

$___________ Additional PAC Contribution (suggested donation $25)

$___________ Total Amount Enclosed

☐ Check Enclosed (Please make check payable to WSNA-PAC)  ☐ Visa / MasterCard

_________________________  _____________________________
Card Number  Exp Date

Print Cardholder Name  Cardholder Signature

Return this form by mail to WSNA, 575 Andover Park West, Suite 101, Seattle, WA 98188 or by fax to 206.575.1908.
Getting Ready for Our Next Biennium

The 2015 Washington State Nurses Convention and General Assembly will be held April 22-25, 2015, at the Tulalip Resort and Conference Center, located at 10200 Quil Ceda Boulevard, Tulalip, WA 98271. The WSNA General Assembly business session, Keynotes and WSNA Recognition Awards events will be held on Thursday, April 23, and additional Continuing Education sessions will be held on Wednesday, April 22 and Friday, April 24. The Nursing Students of Washington State (NSWS) Annual Convention will be held April 24-25 at the same location.

NOMINATIONS FOR WSNA ELECTED OFFICES

The WSNA and Economic & General Welfare Nominations / Search Committees are seeking nominations for elected offices. Elections will occur by mail ballot following the close of the WSNA General Assembly on April 23, 2015. Each candidate for office must complete a Consent to Serve form and a short, written Candidate statement. All members in good standing are eligible for office. However, only those members represented for collective bargaining by WSNA and who meet the WSNA Bylaws definition of Staff Nurse may be candidates for the following offices:

• Cabinet on Economic and General Welfare;
• Economic and General Welfare Nominating/Search Committee;
• Delegates and Alternates to the 2016 AFT convention;
• Delegates and Alternates to the 2017 NFN National Federation Assembly; and
• 2016-2019 WSNA NFN Director position on the NFN National Executive Board.

Although members may declare their own candidacy by submitting a Consent to Serve form to the WSNA Secretary no later than sixty (60) days prior to the first meeting of the General Assembly (February 20, 2015) or by being nominated from the floor at the General Assembly (April 23, 2015), this will be too late for printing in the Winter Issue of The Washington Nurse. The names of candidates, regardless of method of nomination, will appear on the mailed election ballot, and write-in candidates are allowed. Completed Consent to Serve forms are to be mailed to: Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle WA 98188.

— The following offices are open to candidates. Except as noted, all are two-year terms. —

### Board of Directors

**11 members**
- President (1)
- Vice President (1)
- Secretary/Treasurer (1)
- Directors At-Large (3)
- Directors At-Large Staff Nurse (2)
- Chair of the Cabinet on Economic & General Welfare (1)*
- Chair of the Legislative & Health Policy Council (1)*
- Chair of the Professional Nursing & Health Care Council (1)*

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

### Professional Nursing & Health Care Council

**11 members (7 to be elected / 2 to be appointed)**
- Chair (1)
- Members (6)

### ANA Membership Assembly

**1 delegate** to be elected to serve as the WSNA Representative to the 2015 and 2016 ANA Membership Assembly. Note: In 2012, ANA changed its governing body from a House of Delegates to a Membership Assembly made up of 2 representatives from each constituent/state association, with a weighted vote based on the ANA C/WSNA membership apportionment policy. The WSNA Bylaws provide that, when elected, the WSNA President will also serve as one of WSNA’s two official voting representatives to the ANA Membership Assembly.

### NFN National Federation Assembly

**6 members** to be elected as WSNA Delegates to the 2017 NFN National Labor Assembly. (Must be member of a WSNA Bargaining Unit at the time of election and throughout the term to office.)

### NFN National Executive Board (NEB)

**1 member to be elected to a four-year term** (January 2016 – December 2019) to the WSNA Director position on the NFN National Executive Board (NEB) of the National Federation of Nurses. (Must be a member of a WSNA Bargaining Unit at the time of election and throughout the term to office.)

### AFT Convention

**25 members** to be elected as Delegates to the 2016 AFT Convention. (Must be member of a WSNA Bargaining Unit at the time of election and throughout the term to office.)

For more information or to request a Consent to Serve form, contact Darlene Delgado at 206.575.7979, ext. 3030 or by e-mail at ddelgado@wsna.org, or go to www.wsna.org.
NOMINATIONS FOR AWARDS

The WSNA Awards Committee and the Professional Nursing and Health Care Council are seeking outstanding WSNA members as nominees for the 2015 WSNA Recognition Awards. Nominations must be received at WSNA no later than January 16, 2015. The awardees will be notified in March 2015. The awards, given every two years, will be presented at a special awards reception at the 2015 Washington State Nurses Convention on April 23, 2015.

Nominations must be accompanied with a narrative from the nominator, listing the nominee’s credentials and achievements, and a copy of the nominee’s curriculum vitae / resume. The criteria for the awards are as follows:

— WSNA Awards —

WSNA Honorary Recognition Awards

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

NURSE CANDIDATE

1. A WSNA member who has actively contributed by having:
   a. held elected state, district or local unit office
   b. served as appointed chairholder at the state, district, or local unit level
2. Has made significant contributions to:
   a. the state or district association, or local unit
   b. the professional practice of nursing
3. Has been a consumer advocate and/or interpreted the role of nursing to consumers

LAY CANDIDATE

Has demonstrated interest in professional nursing by:
1. contributing in a concrete way to its growth and development
2. promoting better understanding of professional nursing in the community

Marguerite Cobb Public Health / Community Health Nurse Award

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

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

Joanna Boatman Staff Nurse Leadership Award

Established in 1995 in recognition of Joanna Boatman’s significant contributions to the advancement of staff nurses and her achievements in improving the economic and general welfare of nurses in the State of Washington.

1. Must have a Washington State RN License
2. Must have been a WSNA Member for at least one year
3. Must currently be employed as a staff nurse
4. Must have made a significant contribution to the advancement of staff nurses or in the Economic and General Welfare area of nursing (contributions may be at the local or state level)

ANA Honorary Membership Pin

Presented to a WSNA member or members in recognition of outstanding leadership, as well as participation in and contributions to the purposes of WSNA and ANA.

1. Must hold current WSNA membership
2. Must have held elective state, national or district office
3. Must have served as an appointed chairperson of a state, district or national committee
4. Must have demonstrated outstanding leadership that contributed to the purposes of the WSNA, District, or ANA

Community Partner Recognition Award

Recognizes a community and/or consumer partner who has contributed significantly to promoting health and a positive image of nurses and the nursing profession in the community.

Continued
— Professional Nursing & Health Care Council Awards —

**Best Practice Award**
*Presented to an individual, recognizing best practice in the daily care of patients/clients.*
1. Must be a current WSNA member
2. Must have identified a problem or issue and utilized strategies to solve the problem
3. Nominee must have utilized resources (i.e., people, literature, equipment) to solve the problem

**Ethics and Human Rights Award**
*Presented to an individual, recognizing excellence in ethics and human rights.*
1. Must be a current WSNA member
2. Must have demonstrated exceptional activities supporting major ethical and human rights issues in Washington State
3. Must have worked within the community to influence the community and must also have support from the people in the community

**Nurse Leadership and Management Award**
*Presented to an individual, recognizing excellence in nursing leadership and management.*
1. Must be a current WSNA member
2. Must facilitate excellence in clinical practice, and promote the professional development of nurses
3. Must demonstrate progressive leadership and management practice
4. Must foster a care environment that promotes creativity and enhances quality of care for clients and/or communities

**Nurse Educator Award**
*Presented to an individual, recognizing excellence in nursing education.*
1. Must be a current WSNA member
2. Must demonstrate excellence in nursing education
3. Must promote the professional education of nursing students and/or nurses
4. Must foster an educational environment that promotes learning

**Nurse Researcher Award**
*Presented to an individual or a group, recognizing excellence in nursing research that addresses practice issues. The awardee(s) may be asked to present the research in a poster or presentation at the Washington State Nurses Convention, and/or to write a brief summary of the work for The Washington Nurse.*
1. Nominee must be a current WSNA member (if the nominee is a group or team, at least one member of the group must be a WSNA member)
2. Research conducted by the nominee must have taken place in a practice setting and must have direct practice implications
3. Nominee must have demonstrated sound research procedures including the protection of human subjects

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**CALL FOR POSTERS**

Share your research and projects with your colleagues by displaying a poster at the Washington State Nurses Convention.

- Have you made a practice change that you believe has implications for the future of nursing?
- Have you implemented a practice change that is showing improved patient and/or nurse outcomes?
- Have you completed a nursing research project either as a student or practicing nurse that you believe others need to know about?

We would like to hear from you. Please reserve your space by submitting a brief summary outlining the proposed contents of your poster to Heather Stephen-Selby at hstephen-selby@wsna.org.

Posters will be accepted on a space available basis.

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**DONATE AN ITEM TO THE WSNF AUCTION**

WSNF Silent Auction proceeds will benefit nursing scholarships and small nursing research grants. Mark your calendar and invite your family, friends, and colleagues. You can join in the fun and help support the scholarship and grant activities of WSNF even if you can’t be there! Your donations are tax-deductible.

We are looking for donations of the following items, or you can contribute money toward purchase of these items to be auctioned:

- Wine baskets • Gift certificates
- Travel gift certificates • Restaurant gift certificates
- Hotel gift certificates • Theatre / Arts / Movie tickets
- Sporting event tickets • Family event tickets
- Artwork • Other items of value

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

For additional information please contact Darlene Delgado at the WSNF/WSNA office at 206.575.7979, ext. 3003 or ddelgado@wsna.org.
CALL FOR POSTER ABSTRACTS

Share your research & projects with your colleagues

Have you implemented a practice change that is showing improved patient and / or nursing outcomes?

Have you completed a nursing research project either as a student or as a practicing nurse that you believe others need to know about?

We would like to hear from you!

Deadline for submission of abstracts is March 9, 2015. Complete and return this form by mail or fax. Applicants will be notified by April 1, 2015 of the status of their submission.

Mail:
WSNA
Attn: Heather Stephen-Selby
575 Andover Park West, Suite 101
Seattle, WA 98188

Fax:
205.575.1908

Name(s) of Presenter(s)

Organization

Address / Phone

E-Mail

Title of Poster

Description of Research / Project

Purpose / Goal of Project

Research Methods Used

Results / Findings

Conclusion

The Washington State Nurses Convention is presented by the Washington State Nurses Association. For more information, visit www.rnconvention.com
Nurses are diverse and complex. We are critical thinkers, scholars, researchers, staff nurses, administrators, teachers, movers, doers, and most importantly, the practitioners of nursing. We represent all ages, backgrounds, and degrees of educational preparation.

April 22–24, 2015
Tulalip Resort Casino • Tulalip, Washington
The Washington State Nurses Convention brings nurses together from across the state and beyond for three days of continuing education, inspiring keynote speakers, networking, and presentation of cutting edge research.

The Washington State Nurses Convention will be the premier nursing event in Washington State. You don’t want to miss out on the renowned speakers, opportunity to fulfill all of your continuing education requirements at one event, sim lab, networking with nurses across the state, discussion groups to plan the direction of WSNA for the years ahead, and so much more. There will be something for everyone, so bring yourself and tell your colleagues. In addition to the serious business of learning, connecting and engaging, there will also be plenty of opportunities to enjoy Tulalip Resort Casino with new and old friends.

**THIS EVENT IS FOR**
- All Nurses
- Staff Nurses
- Advanced Practice
- Educators
- Managers
- Community Health
- School Nurses
- Long-term Care
- Retired Nurses
- WSNA Members & Non-Members
- Students

**SPEAKERS**
- Sofia Aragon, JD, RN
- Pam Cipriano, PhD, RN, NEA-BC, FAAN
- Margaret Holm, JD, RN
- Judy Huntington, MN, RN
- Jack Needleman, PhD, FAAN
- Donna Poole, MSN, ARNP, PMHCNS-BC
- Catherine Robinson-Walker
- Mary K. Walker, PhD, RN, FAAN
- Stasia Warren, MSN, RN

**FEATURING**
- Nationally-recognized Speakers
- Nursing Sim Lab
- A Year's Continuing Education in a Single Event
- Poster Sessions
- ANA President Pam Cipriano
- Nursing Excellence Awards
- Benefit Auction
- School Nurse Roundtable
- Long-term Care Nurse Roundtable
- Retired Nurse Roundtable

**LOCATION**
- Tulalip Resort
  10200 Quil Ceda Blvd, Tulalip, WA 98271 • 888.272.1111

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

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

To enjoy special discounted room rates, please call to speak with a reservations specialist at 866.716.7162 or 360.716.7162. Mention the Convention for access to WSNA's block of rooms at a discounted rate.

Visit RNConvention.com for more information.
WEDNESDAY, APRIL 22, 2015

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

9:30 a.m. – 9:50 a.m.
“Finding Your Way at Convention”
Orientation for Students and New Attendees

10:00 a.m. – Noon
KEYNOTE: Your Nursing Practice: Leading with Valor ★
Catherine Robinson-Walker

Noon – 12:30 p.m.
Lunch

12:30 p.m. – 2:30 p.m.
KEYNOTE: Your Nursing Practice: Leading with Valor (Continued) ★

2:30 p.m. – 3:00 p.m.
Break

4:00 p.m. – 6:30 p.m.
Local Unit Council Meeting
Limited to Members represented by WSNA for Collective Bargaining

5:00 p.m. – 6:30 p.m.
Roundtable Dialogue Sessions
Facilitated small group discussion to identify key issues and potential needs whereby WSNA can provide support
- Long-term Care
- School Nursing
- Advanced Practice
- Retired Nurses

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

7:00 p.m. – 8:00 p.m.
‘Meet the Candidates’ Forum

THURSDAY, APRIL 23, 2015

7:30 a.m. – 8:00 a.m.
Registration / Breakfast

7:30 a.m. – 8:00 a.m.
Bylaws / Resolutions Committee
Limited to Committee Members

8:00 a.m. – 9:00 a.m.
KEYNOTE: Topic and Speaker TBA ★

9:00 a.m. – 10:00 a.m.
KEYNOTE: ANA – Reforming Health Care, Transforming Our Profession ★
Pam Cipriano, ANA President

10:00 a.m. – 10:30 a.m.
Break

10:30 a.m. – 12:00 p.m.
• General Assembly – Session 1
  Limited to WSNA Members
• Simulation Lab Sessions ★
  (Optional / Signup Required)

12:00 p.m. – 1:15 p.m.
Lunch on Your Own

1:15 p.m. – 2:15 p.m.
PANEL:
Multiple Perspectives/Engagement of Women: Disruptive Innovation and Responsible Engagement

3:30 p.m. – 4:30 p.m.
Break

4:30 p.m. – 5:30 p.m.
KEYNOTE: Nursing in Washington: The State of Our State ★
Judy Huntington, MSN, RN, WSNA Executive Director

5:00 p.m. – 5:30 p.m.
“Mix & Mingle” Reception with No-host Bar

6:00 p.m. – 8:00 p.m.
WSNA Recognition Awards Dinner

FRIDAY, APRIL 24, 2015

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

8:30 a.m. – 10:00 a.m.
KEYNOTE: Presentation on Recent Research on Staffing ★
Jack Needlenman, PhD, FAAN

10:00 a.m. – 10:30 a.m.
• Break
• Poster Sessions

10:30 a.m. – 11:30 a.m.
KEYNOTE: Topic and Speaker TBA ★

11:30 a.m. – 12:00 p.m.
PANEL: Breakout Session Preview

12:00 p.m. – 1:15 p.m.
• Lunch
• Poster Sessions

1:15 p.m. – 2:15 p.m.
Concurrent Continuing Education Session 1
- Topic & Speaker TBA ★
- Nurse Delegation ★
  Margaret Holm, JD, RN, NCQAC
- Mental Health Panel Discussion ★
  Facilitated by Donna Poole, MSN, ARNP, PMHCNS-BC
- Simulation Lab Experiences ★
  Stasia Warren, MSN, RN
Catherine Robinson-Walker
Facilitated small group discussion to identify key
Roundtable Dialogue Sessions
5:00 p.m. – 6:30 p.m.
Collective Bargaining
Limited to Members represented by WSNA for
Local Unit Council Meeting
4:00 p.m. – 6:30 p.m.
with Valor
(Continued)
KEYNOTE:
12:30 p.m. – 2:30 p.m.
Lunch
Noon – 12:30 p.m.
with Valor
KEYNOTE:
Your Nursing Practice: Leading
10:00 a.m. – Noon
“Finding Your Way at Convention”
9:30 a.m. – 9:50 a.m.
Registration / Check–In
9:00 – 10:00 a.m.
7:00 p.m. – 8:00 p.m.
6:30 p.m. – 8:30 p.m.
• Long-term Care
• Simulation Lab Sessions
Limited to WSNA Members
(Optional / Signup Required)
PMHCNS-BC
Facilitated by Donna Poole, MSN, ARNP,
Stasia Warren, MSN, RN
• Simulation Lab Sessions
• Nursing in Washington: The State
3:30 p.m. – 4:30 p.m.
Break
1:00 p.m. – 3:00 p.m.
Concurrent Continuing Education
Session 2
• Topic & Speaker TBA ★
• Engaging Patient in Their Care:
  Motivational Interviewing ★
  Mary Walker, PhD, RN, FAAN
• Political Advocacy / Legislative Session
  Wrap-Up ★
  Sofia Aragon, JD, RN
• Simulation Lab Experiences ★
  Stasia Warren, MSN, RN
3:30 p.m. – 3:45 p.m.
Break
3:45 p.m. – 4:45 p.m.
Roundtable Dialogue Session ★
Nurses in facilitated small groups will identify key
issues and strategies to help guide WSNA priority–
setting for the next two years
4:45 p.m. – 5:00 p.m.
‘Using Our Voices for the Future’ / Closing
Judy Huntington, MSN, RN, WSNA Executive Director

* WSNA Members: check with your district or local unit officers to see if financial support may be available.

**Continuing Education Sessions**
Friday attendees only. Select one class for each session.

**Member***

- $299 Full Convention (Early Bird)
- $350 Full Convention (After Feb 1)
- $150 Wednesday Only
- $150 Thursday Only
- $150 Friday Only

**Non member**

- $350 Full Convention (Early Bird)
- $400 Full Convention (After Feb 1)
- $180 Wednesday Only
- $180 Thursday Only
- $180 Friday Only

- $50 Awards Banquet Guest (For those not attending the Convention on Thursday)

**Retired**

- $125 Full Convention
- $50 Wednesday Only
- $50 Thursday Only
- $50 Friday Only

**Student**

- $120 Full Convention
- $40 Wednesday Only
- $40 Thursday Only
- $40 Friday Only

**School**

- $50 Awards Banquet Guest (For those not attending the Convention on Thursday)

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.
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 | $500 to support toy safety and health promotion at the community clinic for uninsured in a culturally diverse area of King County | $500 to study attitudes of nursing staff toward safe lift equipment and policies | $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.

WSNF BOARD OF TRUSTEES (2013-2015)

- Timothy R. Davis, MN, RN, President
- Jennifer A. Graves, MS, RN, Vice President
- Verlee M. Sutherlin, Med, MSN, RN, Secretary-Treasurer
- Susan K. Glass, MS, RN
- Sarah A. Herman, RN
- Sonya U. Miller, BSN, RN
- Evelyn L. Street, RN, CNOR
- Terry J. Surratt, RN
- Patricia D. Tobis, MN, RN, CCM

If you would like to target your donation to a specific fund, select from the following:

- Etta B. Cummings Emergency Assistance Fund
- May S Loomis Professional Development Fund
- Dolores Little Scholarship Fund
- Nursing Mini Grant Fund
- WSNF General Operations Fund

To make a donation or to apply for a grant, visit [www.wsna.org/wsnf](http://www.wsna.org/wsnf)
The Campaign to Save Public Health in Seattle & King County

By Hanna Welander, BSN, RN
WSNA Nurse Representative

In June 2014, Public Health Seattle-King County announced that they were closing four of their public health centers in Auburn, Federal Way, Northshore, and White Center, due to their dire financial status. Additionally, the public health department planned to cease primary care for adults and children at Columbia Public Health, and would move up the transition date for North Public Health primary care to be taken over by NeighborCare.

In 2006, the county had planned to close North Public Health Clinic. At that time, WSNA members and PTE Local 17 members rallied together and started a campaign to save their clinic. They succeeded! One of the primary organizers was Karson Bennett, a public health nurse, who volunteered to come and speak to Seattle–King County nurses and community activists about the success in 2006 and the lessons learned. She made it clear that when they made their decision to take this on, they were the ones who had to take action. No one else was going to do this for them.

Many attended this first meeting and listened intently as Karson told of her experience. Everyone walked away feeling empowered; all knew that there was something they each could contribute, whether it was writing letters to the county executive and council, gathering petition signatures, inviting other community organizations to help. All had one goal in mind, to save these services for their communities.

As the petitions piled up, meetings were set up with individual county council members. Talking points were developed. Nurses and WSNA staff met ahead of time to plan for the meetings. The overarching message to council members was about the nursing care for their clients and why continuing the services was so important.

Public health nursing is a passion; it is a difficult and sometimes thankless job. The rewards, however, are many when you see success in how a mother responds to her baby or stops smoking during pregnancy. Even making it to every prenatal appointment is a success to be celebrated. These nurses were passionate about saving services. The issue of losing their jobs never came up. The focus always remained on the community being served.

The Seattle-King County Public Health Local Unit ordered red T-shirts that stated “Danger! These Cuts Can Kill!” The T-shirts were worn at every possible event, whether gathering signatures, meeting with community partners, or speaking with public officials. Weekly rallies were held at one of the public health centers, which, if closed, would most adversely affect the already high poverty rate in that community. Nurses and staff came out on their lunch hours, wearing their shirts, waving signs and gathering signatures by their clinic. When the King County Executive presented the budget to the council in

Continued →
late September, the balcony was filled with Red T-shirts, watching the proceedings.

During September and October, King County Executive Dow Constantine received the initial budget proposals from each department, made a few changes, and then transmitted his budget to the County Council for review and further adjustments. They are now deliberating and will have a final budget to vote on in November (as of this printing, the final budget has not been announced). The petitions that Seattle-King County nurses gathered were sent to the County Executive and copies were sent to the County Council members.

In addition to directly appealing to the County Council and County Executive, nurses and community members have been reaching out directly to affected South King County cities and regularly attending city council meetings and raising the alarm about the proposed public health budget cuts. All the cities, from Auburn to Federal Way to Enumclaw, were shocked to hear that their local public health clinic was slated for closure. All public health employees, including management and directors, voted to freeze their longevity and step increases for up to two years with the promise that at least one more clinic would be saved. With the savings from the freezes, Federal Way City Council was able to provide enough funding to keep the Federal Way Clinic open. One of the biggest reasons that Federal Way Mayor, Jim Ferrell, stepped up to the plate was that the Red T-shirts showed up at every single city council meeting and continued to testify about their clients; it was always about the clients, never about their jobs.

Once the County Council had the budget, they held four meetings in King County for the public to give comment. I attended the Fall City public meeting, of course, wearing my Red T-shirt. In Maple Valley, we had more Red T-shirts. At the Maleng Regional Justice Center meeting in Kent, we had over 30 people attend—clients, fire fighters, school nurses, school principals, community leaders and advocates, health educators, public health nurses, nutritionists, WIC staff, and most remarkably, the Mayor of Pacific, and the Mayor of Auburn who brought her entire city council. All gave impassioned testimony about the importance of the Auburn Clinic in their lives. Moms talked about being able to utilize the low-cost family planning services so that they could plan their pregnancies. Moms testified about how important the public health nurses were to them when they were young parents and how thankful they were for the coaching and mentoring they received in becoming good parents. It was clear to the County Council that the community cared.

Just as this issue was going to press, the County Executive announced a new partnership between the City of Auburn, Muckleshoot Indian Tribe, Group Health, City of Algona, City of Pacific and Valley Regional Fire Authority to fund the Auburn clinic for the next two years. Through testimony at City Council and Tribal Council meetings, community engagement, media interviews, and meetings with elected officials, nurses helped to bring this issue to the forefront and spur these partners to action.

Nurses are now solely focused on keeping the Northshore clinic open. The testimony continues in the North county cities of Kenmore, Bothell, Kirkland, and Woodinville. We’ve created lasting relationships in this struggle, and we just won’t give up this fight. There is too much at stake.

Looking Ahead
While the Seattle–King County Public Health budget will soon be finalized for the year ahead, this is an important reminder that we must find a long-term, stable funding source for public health. Our state legislature cannot keep leaving local health departments scrambling for funding every year, with the fate of lifesaving programs in jeopardy. Looking ahead to the 2015 Washington State Legislative Session, WSNA remains committed to advocating for public health in the budget process. Stay tuned for information about how you can help urge your lawmakers to fund public health.

WSNA has been an active participant in the Washington State Public Health Association and Public Health Roundtable, including collaboration on a recent op-ed in The Olympian titled “Critical public health services are at risk” and an informational flyer (shown on facing page) on public health’s role in keeping our communities safe during an emergency.
PUBLIC HEALTH ENSURES PUBLIC SAFETY

When disaster strikes, public health departments are among the first on the scene, working with fire, police, and medical aid to respond to emergencies and keep Washington healthy.

**WILDFIRES**

**Chelan Douglas Health District & Okanogan County Public Health**

The Carlton Complex fire is on record as the largest wildfire in state history. Public health worked to minimize the negative health effects in the surrounding area.

**Public Health response:**
- Tested and monitored air quality and water systems to ensure safety of residents and firefighters.
- Distributed 10,000 masks in the community to reduce exposure to airborne toxins.
- Helped supply emergency evacuation shelters with needed medical equipment and assisted in food distribution to displaced residents.

**OSO MUDSLIDE**

**Snohomish Health District & Washington State Department of Health**

After the devastating mudslide in Oso on March 22, 2014, state and county public health employees were integral in disaster response and keeping first responders and the surrounding community safe.

**Public Health response:**
- Tested and monitored potentially toxic materials in slide zone.
- Ensured safety of surrounding community by monitoring drinking water wells near the slide area.
- Cleaned and decontaminated personal belongings so they could be returned to owners.

**MEASLES OUTBREAK**

**Whatcom, San Juan, Kitsap, King, & Pierce Counties**

A measles outbreak in 2014 has reached an 18-year high, with 27 cases reported so far. In two separate events, an individual confirmed with measles traveled around Washington State to a multitude of locations in different counties.

**Public Health response:**
- Rapid identification of the measles threat and assessment of potential exposure to the public.
- Sent timely alerts to the public about the dates, times, and locations of potential exposure.
- Mobilized state and local public health experts to coordinate a response to the outbreak including testing and vaccination for potentially infected members of the public.

**SHELLFISH TOXICITY**

**Washington State Department of Health**

Washington has a reputation for safe, delicious shellfish that are shipped around the world and boost our local economy. In December 2013, China banned the import of all shellfish from West Coast states, including Washington, after a sample of geoduck from Puget Sound tested high for inorganic arsenic.

**Public Health response:**
- Tested the edible parts of geoduck and found the inorganic arsenic levels were below China’s standard.
- Developed a plan for future testing, helping to lift China’s ban on shellfish imports.
- Continued coordination of the collection of geoduck sample for arsenic analysis ensuring that shellfish meet the standards of the countries for which they are destined.

PUBLIC HEALTH IS THE ROOT OF OUR HEALTH CARE SYSTEM
DISASTER PREPAREDNESS

WSNA is committed to increasing preparedness of nurses to provide care during disasters and emergencies. We are engaged in examining and addressing policy questions concerning delivery of care under crisis and adverse conditions. Scope of practice; legal and regulatory implications; and registration, mobilization and deployment of nurse responders during emergencies are areas of ongoing attention and focus for the association—as well as promoting your personal preparedness as an individual.

In this section you’ll find an update on current issues, ways you can volunteer, and tools to help you and your family be personally prepared for the unexpected.
Government agencies will respond to community disasters, but citizens may be on their own for hours, or even days, after disaster strikes. You should be prepared to take care of yourself and your family for at least three days. In some emergencies, such as an influenza pandemic, you may need to prepare for a week or more.

**BASIC EMERGENCY SURVIVAL KIT**

*Store one at home and your workplace.*

**BEYOND THE BASICS: ADDITIONAL ITEMS TO CONSIDER**

**Cooking**
- Barbecue, camp stove (for outdoor use only!)
- Fuel for cooking, such as charcoal or camp stove fuel
- Plastic knives, forks, spoons
- Paper plates and cups
- Paper towels
- Heavy-duty aluminum foil

**Sanitation**
- Large plastic trash bags for trash, water protection
- Large trash cans
- Bar soap and liquid detergent
- Shampoo
- Toothpaste and toothbrushes
- Feminine and infant supplies
- Toilet paper
- Household bleach with no additives and eyedropper (for purifying drinking water—3 to 5 drops per quart)
- Newspaper (to wrap garbage and waste)

**Comfort**
- Sturdy shoes
- Gloves for clearing debris
- Tent

**Tools**
- Ax, shovel, broom
- Crescent wrench for turning off gas
- Screwdriver, pliers, hammer
- Coil of one-half inch rope
- Plastic tape and sheeting
- Knife or razor blades
- Garden hose for siphoning and fire fighting

**Dry or canned food** for each person

1 gallon of **drinking water** per person, per day

**Can opener**

**First aid supplies and first aid book**

**Toys, books, puzzles, games**

**List of contact names and phone numbers**

**Change of clothing** (preferably non-cotton)

**Sleeping bag or blanket**

**Battery or crank-powered radio or TV**

**Waterproof matches**

**Whistle**

**Food, water and medications for pets**

**Copies of important documents** such as birth certificates, licenses and insurance policies

**Flashlight and extra batteries**

**Hand Sanitizer**

**Extra house keys and car keys**
As a licensed nurse, you have skills that will be in demand during any emergency that affects public health. You can help your community by volunteering now through one of the following programs for licensed medical professionals:

**WASHINGTON STATE HEALTH VOLUNTEERS IN EMERGENCIES**

As a medical professional, you can use the Department of Health’s new Web-based system to register as a potential emergency volunteer. Once registered in the Washington State Health Volunteers in Emergencies (WAHVE) database, you may be called to help during a large-scale event, but there is no obligation to participate if called upon. We understand that you may be needed at your primary workplace, which may have staffing shortages during an emergency.

Using WAHVE, you can enter your own contact information and note specialty qualifications and geographical preferences. Registration takes 30-45 minutes. Your information will be kept secure and will be available only to appropriate public health and emergency management staff during an emergency. WAHVE volunteer information will also be shared with Medical Reserve Corps units as applicable.

**MEDICAL RESERVE CORPS**

Medical Reserve Corps (MRC) programs are locally based. They are composed of both medical and nonmedical volunteers and support a variety of emergency response, medical surge and public health education activities. MRC volunteers receive a formal orientation, as well as ongoing disaster training. MRC programs work closely with local emergency management agencies to ensure that volunteers are registered as designated emergency workers. This is important because registered volunteers are protected from liability when participating in an organized disaster response activity. Registering with your local MRC unit is the most efficient way of getting involved in public health response activities right now, but requires ongoing time commitments that might be difficult for some medical providers to meet.

**AMERICAN RED CROSS**

The American Red Cross (ARC) is a national agency that provides a variety of volunteer opportunities for all skill levels and backgrounds. The ARC is well-known for providing disaster response, emergency shelter and feeding programs. Roles for licensed medical providers are sometimes limited. However, local Red Cross chapters are integrated into almost every community, and licensed medical providers are often asked to take on leadership or volunteer instructor roles for classes such as First Aid/CPR.

Visit the WAHVE Web site at www.waresponds.org to register or get more information on the Medical Reserve Corps program.

More information about the American Red Cross can be found at www.redcross.org
WSNA staff have been working diligently to help you get the information and resources you need, as well as working to ensure that hospitals are taking the necessary steps to prepare.

We are urging nurses to stay vigilant and follow all CDC precautions. In October, WSNA launched a new Ebola information page at www.wsna.org/topics/ebola with resources for clinical practice and detailed information about Ebola preparedness. The ‘Top Resources’ section at the top of the page has printable PDFs that provide guidance on protection and point of care issues. We are updating the site daily as new information becomes available.

WSNA first surveyed our membership in early October to help identify where there were gaps in training, supplies, etc so we could push hospitals to take immediate action towards meeting CDC-recommended guidelines for preparedness. We also sent official information requests to all facilities we represent asking for details about training, supply and availability of personal protective equipment (PPE) and protocols in place to protect nurses and patients.

We continue to work towards our goal of ensuring that patients, nurses & healthcare workers, and our communities are safe. Thank you for your expertise and diligence in providing care on the front lines every day.

WSNA EFFORTS INCLUDE:

**Updated Ebola Information page for nurses on the WSNA website,** with daily updates from sources such as CDC, Washington State Department of Health (DOH), American Nurses Association (ANA) and others. Educational materials, information, best practices for PPE, and teaching materials have been gathered from a variety of reliable resources to assist nurses in a variety of settings.

**Joint letter and FAQs with CNEWS (Council for Nursing Education in Washington State)** to help nursing schools and nursing students navigate the current Ebola crisis and its potential impact for nurse educators and clinical placements for students.

**Distribution of special information on Ebola for school nurses.**

**Surveying of members on individual and facility preparedness in dealing with a potential Ebola case.** Nearly 1000 nurses responded to our initial survey and helped focus our efforts on areas where gaps in training and preparedness exist.


**Responding to media questions and inquiries** based on current information, including interviews for television and print media.

**Sent a request for information to all health care facilities represented by WSNA for collective bargaining** in the state so that we can monitor hospitals’ efforts and push for increased preparation where necessary.

**Participation in AFT press conference** on Ebola including assisting with development of messaging and strategy.

**Engaging in national information forums** via conference calls and webinars so that our information and efforts are coordinated with partner organizations such as ANA NFN and AFT.

**Information on this topic is changing rapidly.** Visit www.wsna.org/topics/ebola for the most up-to-date information and clinical guidelines.

**IN AN EFFORT TO ENSURE THE HEALTH AND SAFETY OF NURSES, PATIENTS AND THE PUBLIC, WSNA IS CALLING FOR ACTION IN THE FOLLOWING PRIORITY AREAS:**

**Training**
Provide training during work hours on facility’s Ebola plan, including proper patient screening and use of Ebola-specific personal protective equipment (PPE) & protocols.

**Protection**
Ensure accessibility and availability of proper isolation room, supplies and staffing, including using the “buddy system” during donning and doffing PPE.

**Practice**
Conduct practice drills of the entire health care team, including lab and environmental services, in the event a patient presents with a possible diagnosis of Ebola.

**Guidelines**
Follow recommended best practices and CDC guidelines on Ebola protocol as they are updated.
EMERGENCIES & DISASTERS:

IMPLICATIONS FOR LIABILITY & MALPRACTICE

By Heather Stephen-Selby, MSN, RN, ARNP
Assistant Executive Director of Practice, Education & Research

With the current concerns about infectious disease preparedness, many nurses are wondering about how liability, malpractice and licensure rules are affected during a crisis or disaster.

Q. How does your RN liability and malpractice insurance work during times of disaster?

According to Nurses Service Organization, a liability insurance provider:

A. From a coverage perspective, Nurses Service Organization (NSO) clarifies that there are no “disaster exclusions” on the professional liability coverage for nurses that they provide. The policy triggers during times of disaster just the same as at any other. For example, NSO managed many claims arising from abandonment or substandard treatment and care during Hurricane’s Katrina and Sandy. Saying no to an assignment, even when you do so for valid reasons (such as being inadequately prepared) could lead to a claim of abandonment. There is no difference in how or when their policy would trigger, regardless of the disaster or circumstances (hurricane, flood, infectious disease).

Q. What happens when you say “no” to an assignment?

A. If a nurse feels the assignment they have been given is outside of their practice knowledge base, an incident/occurrence report should be completed. The incident/occurrence report should document the concerns of the nurse in a manner that is not only professional but factual.

Two other items the nurse might consider include initiating the facility’s chain of command process and completing an “assignment under protest” form. Most nurse practices guidelines are set by the individual’s state board of nursing, so referring a nurse to their particular state for advice on refusing a patient is always best. Read NSO’s article, Legally, When Can You Say “No”? for more information. http://bit.ly/luajyDN

Q. Where does the nursing commission fit in with assignments and saying “no” in WA State?

According to the Washington State Nursing Care Quality Assurance Commission:

A. Refusing to accept a patient assignment is an employer-employee issue, but is not a violation of conduct. The Nursing Commission does not have authority regarding employer-employee issues. Examples listed in the interpretative statement patient abandonment link below include examples such as; refusing to work in a setting because of inadequate orientation, education, training, or experience or refusing to work in an unsafe situation. Nurses should only perform those activities that they have the proper training, knowledge, skills, and ability to perform competently and safely. The Nursing Commission would evaluate and consider extenuating circumstances about complaints for abandonment such as a nurse refusing to provide care because of the lack of resources (such as proper personal protective equipment).

Q. While on duty, I accepted a patient assignment to provide nursing care for a patient with a highly infectious disease. Can I refuse to continue the assignment at this point?

A. Once you have agreed to take assignment, you are responsible and accountable to provide nursing care. It is the employer’s responsibility to comply with the Occupational Safety and Health Act (OSHA) standards, including providing proper equipment and training, when health care professionals may be exposed to potential or suspected infectious diseases. The Nursing Care Quality Assurance Commission concludes that patient abandonment occurs when a nurse, who has established a nurse-patient relationship, leaves the patient assignment without transferring or discharging nursing care in a timely manner. This applies in any health care setting; it applies to paid or unpaid nursing care. Employee problems do not constitute patient abandonment. The Nursing Commission would review the circumstances and evaluate any complaints about abandonment based on the information they receive.

LINKS
www.doh.wa.gov/portals/1/Documents/6000/PatientAbndmt.pdf
www.osh.gov/SLTC/ebola/standards.html
www.doh.wa.gov/Portals/1/Documents/6000/Ebola.pdf
Choose a place for your family to meet after a disaster.

Choose a person outside the immediate area for family members to contact in case you get separated. This person should live far enough away so he or she won’t be involved in the same emergency.

Know how to contact your children at their school or daycare, and how to pick them up after a disaster.

Put together emergency supply kits for your home and workplace.

Learn first aid and CPR.
Have a first aid kit, a first aid manual and extra medicine for family members.

Keep a small amount of cash available. If the power is out, ATM machines won’t work.

Know where the nearest fire and police stations are located.

Learn how to shut off your water, gas and electricity.
Know where to find shut-off valves and switches.

If you have family members who don’t speak English, prepare emergency cards in English with their names, addresses and information about medications or allergies. Make sure they can find their cards at all times.

Make copies of your vital records and store them in a safe deposit box in another city or state. Store the originals safely. Keep photos and videotapes of your home and valuables in your safe deposit box.

Make sure family members know all the possible ways to get out of your home.
Keep all exits clear.

Conduct earthquake and fire drills every six months.

Make sure all family members agree on an emergency plan.
Give emergency information to babysitters or other caregivers.

DISASTERS AND EMERGENCY SITUATIONS CAN ARISE AS THE RESULT OF THESE OR OTHER EVENTS

Natural Events  Hurricanes, Tornados, Earthquakes, Floods, Winter Storms
Human Related  Bomb Threats, Civil Disturbances, Violence in the Workplace, Hostage / Barricade Situations
Hazardous Materials  Industrial Explosions, Train Derailments, Industrial Accidents, Radiation Exposures
Biological Events  Pandemic Flu, Infectious Disease

AFTER THE EMERGENCY OR DISASTER...

✓ Use caution in entering damaged buildings and homes.
✓ Stay away from damaged electrical wires and wet appliances.
✓ Check food and water supplies for contamination.
✓ Notify your relatives that you are safe. But don’t tie up phone lines, they may be needed for emergency calls.
✓ If government disaster assistance is available, the news media will announce where to go to apply.
**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 waste bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3 2" x 2" gauze pads, 15" x 9" abdominal pad, 10 plastic strip bandages, 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 Whistle
- 1 deck playing cards
- 1 pair leather palm gloves
- 1 sling bag
- 1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard waste bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3 2" x 2" gauze pads, 15" x 9" abdominal pad, 10 plastic strip bandages, 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 + 

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.”

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**BILLING ADDRESS**

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**WSNA Washington State Nurses Association**

www.wsna.org

575 Andover Park West, Suite 101
Seattle, WA 98188

206.575.7979 phone
206.575.1908 fax
Above and Beyond

The WSNA Cabinet on Economic & General Welfare is proud to recognize these leaders who have gone above and beyond in advocating and working for their coworkers and their union. Award winners were honored at the 2014 E&GW Leadership Conference Banquet.

**OUTSTANDING LOCAL UNIT CHAIRPERSON**

**Ann (Annie) Neil**  
PeaceHealth Southwest  
Washington Medical Center

Annie is an inspirational leader who has been instrumental encouraging other nurses to get involved in her local bargaining unit. Her strong voice and commitment to the nurses at PeaceHealth Southwest has been unparalleled. As a member of the negotiation team, she helped fight for one of the best contracts to date at Southwest. Annie also serves as an important part of the Membership Engagement Team which has spearheaded the effort to increase membership in their facility from 27 to 55 percent in just one year. Respected by both peers and management for her leadership skills, Annie is steady in the face of adversity and acts a true mentor to new members. She gives selflessly of her time and talent to lead her local unit, and is always faithful to her leadership role.

**OUTSTANDING GRIEVANCE OFFICER**

**Liz Rainaud**  
Skagit Regional Health

Liz is not only a grievance officer, she is a true bargaining unit supporter and a team builder. Liz knows how to make each member feel that she has his or her back, and that she is in the fight alongside them, defending each and every one. She is a leader in her Local Unit who maintains a positive attitude in the face of negativity, is vigilant in pursuing facts instead of accepting fiction, and encourages positive communication in her peers. As a grievance officer, Liz has worked tirelessly to ensure that the nurses are accurately and fairly represented. She contributes her time generously and goes above and beyond for the nurses in her unit. She is an invaluable part of the Local Unit team.

**OUTSTANDING GRIEVANCE OFFICER**

**Rachel Ross**  
St. Clare Hospital

Rachel has been outstanding in representing nurses in a large number of grievances in the past year. She is vocal in the face of unfairness and injustice, speaking up clearly to her management. Rachel is always available to nurses who have a grievance and is known to go to administration whenever she feels there is a problem that needs advocacy. Although Rachel is a busy nurse with young children at home, she makes fighting for other nurses a true priority in her hectic schedule. As a vital leader in her local unit Rachel Ross is truly deserving of this award.

*Continued on Page 31*
WSNA's E&GW Leadership Conference
September 28 - 30, 2014
CHELAN, WASHINGTON

Nurses from across the state convened to get an update on the national and state labor scenes, to learn how to be more effective leaders in our own workplaces, to celebrate successes, and strategize for what's coming next.

Photographs by Ben Tilden
3. Nurses from Seattle Children’s Hospital
4. Rising Star Award winner Didi Gray with her son
5. Janet Stewart, WSNA member from St. Joseph Medical Center in Tacoma
6. E&GW Cabinet Chair Julia Barcott with Outstanding Local Unit Chairperson Award winner Annie Neil
1. Erica Ostenson, member of the PeaceHealth Southwest Medical Center Membership Action Team
2. Outstanding Grievance Officer Award winner Lizbeth Rainaud
3. Amy Clary, Research Associate for AFT, presented a session on Healthcare Reform: Next Steps
4. Outstanding Grievance Officer award winner Rachel Ross
5. Rising Star Award winner Linda Warman
6. WSNA Senior Governmental Affairs Advisor Sofia Aragon and WSNA Political Action Coordinator Richard Burton co-presented a session on Political Advocacy & Community Outreach
7. Anji Bryant, WSNA President Susan E. Jacobson, Jennifer Crane and Susan Lowatchee
8. PeaceHealth Southwest Medical Center Negotiating Team members Christie Riley, Didi Gray, Marilyn Tollisen, Annie Neil and Steve Hawkins
OUTSTANDING NEGOTIATION TEAM

PeaceHealth Southwest Washington Medical Center Negotiation Team

This group of nurses endured over 170 grueling hours of negotiating to achieve their new contract. Facing a group of corporate executives who were determined not to budge, the team was devoted to their cause and diligent in communicating with their colleagues about the important issues. Focused on the best interests of the nurses and patients at Southwest, the team was successful in fighting off the elimination of their Extended Illness Bank and negotiated a strong wage package over the next three years. Negotiations extended well beyond the anticipated length of time, and still everyone remained cohesive and determined, never swaying from their resolve to represent each nurse and each department to the best of their ability.

MEMBERSHIP AWARD

Membership Action Team
PeaceHealth Southwest Washington Medical Center

The dedicated members of this team accomplished something truly incredible when they doubled the membership at their hospital in about one year’s time. These nurses led the way in talking to peers, recruiting unit reps, helping new members to fill out application forms, answering questions, actively promote WSNA membership in every co-worker conversation, attending weekly planning meetings, and doing all of the hard and consistent work that is required to activate a Local Unit. Starting with very few identified Unit reps, they finished the first project year with over 100 identified and trained unit reps. The hours, effort, and consistency this group has shown is truly inspirational.

RISING STAR

Linda Warman
Skagit Regional Health

Linda is a well regarded leader in her local unit and in WSNA. She has served as an active member on numerous committees at her hospital, working to ensure the safety of patients and nurses alike.

Linda serves as part of the local unit leadership team and has been active on the negotiations team on several occasions as well. Many nurses look to Linda for guidance and support and she is always willing to step up to any task to help a fellow nurse. Linda is well respected by her peers and continues to show excellent leadership, communication, and organizational skills.

RISING STAR

Dianne (Didi) Gray
PeaceHealth Southwest Washington Medical Center

Didi has been very involved in recruiting new members, especially during the critical time when her Local Unit was in contract negotiations. She is well liked by her colleagues, speaking well of her personal experiences with WSNA and how she has been helped personally. Didi served as a member of the most recent negotiations team which gained their nurses a very successful contract. Didi attends and speaks at New Employee Orientation, helping to recruit many new members to join our union. She is very confident and enjoys talking with co-workers about the union and other important issues involving nurses in at the hospital.

ADVERSITY AWARD

Verna Madison-Hewitt
Yakima Regional Medical Center

Verna is an incredible Critical Care Nurse and is an exceptional advocate for her patients. She speaks up as a supporter of coworkers and WSNA, frequently filling out ADO’s and speaking up about safety issues. Because of her outspoken, assertive manner Verna has become a target of her manager and administration. She has been subject to bullying and discipline, and has been involved in grievances to fight the injustices. When a restructure happened last year, Verna was bumped out of her ICU position. When a vacancy occurred in ICU, management hired another nurse into it rather than returning Verna to the position which should have been hers. Through all of this stress and harassment, Verna has continued to work and has tried not to let these incidents affect what is most important to her, patients and coworkers.

ADVERSITY AWARD

Sonia Nelson
University of Washington Medical Center

Sonia is a long time WSNA member and has been on the negotiation team several times. She is a strong advocate for nursing on her rehabilitation floor, and helped advocate for nurses completing ADO forms on her unit. In doing this, Sonia became a target for management. When taking the lead in documenting missed rest breaks, Sonia was disciplined for “not completing work in the designated time”. Despite management’s opposition, Sonia bravely gave testimony in the UWMC Rest Break Arbitration, helping WSNA to win that case. Sonia has strength and stamina, remaining steadfast in very trying situations as she makes things better for nurses in Washington.

LOCAL UNIT LEADER EMERITUS

Ann C. Rodman
Formerly of Yakima Regional Medical Center

Ann passed away earlier this year and the award was accepted by her daughter, Nancy Lopez.

Ann became a registered nurse in 1971 and spent 39 years working at Yakima Regional. She retired as a chemo certified nurse, from the Oncology/Med Surg Unit in November, 2012. Ann was an active WSNA member serving on both local and state committees as well as serving as local unit officer at various times throughout her career. Ann participated on numerous negotiation teams, and was one of those nurses who could be counted on to “show up” whenever WSNA needed her. She was a source of information and mentoring for many young nurse leaders, helping them to understand the history of their contract.

Her obituary said “On Sunday Feb. 23, 2014 we lost a truly wonderful mother and friend”. After caring for so many cancer patients, she became a patient herself. She fought a valiant battle with cancer, passing away in the same hospital where she had worked for so many years. Her family was touched to see how many nursing and other healthcare workers attended her service. It’s clear that her dedication and willingness to stand up for what was right was an inspiration to many. She is missed greatly.
Taking It To The Streets In Spokane

August 25, 2014
Spokane, Washington

Nurses at Providence Holy Family Hospital took their concerns to the community with an informational picket in front of the hospital.

Photographs by Ben Tilden

For more photos, visit http://www.wsnaphotos.org/Events/2014-Holy-Family-Info-Picket/

1. Negotiating Team members Aaron McCarty, Martha Goodall, Benjamin Schmelzer, Diana Dodson and Vaneta Peterson

2. Blythe Buchan
3. Marsha Small and Mary Mueller
4. Judy Cleveland
WHY I CHOSE THE DOCTOR OF NURSING PRACTICE (DNP) IN COMMUNITY HEALTH NURSING

“This interdisciplinary program provided a place where I could explore possibilities; and it allowed me to focus my energy and passion in an area that is of most interest to me.

I’ve been able to develop new skills and apply them where I work in public health, and to engage with colleagues around the country and internationally about improving the health of communities and populations.

The education that I received from the UW School of Nursing was a sound education. They are really invested in students learning and they are really invested in our success.”

See why you will choose us too.

www.nursing.uw.edu/chn/admissions
1.800.759.NURS I 206.543.8736
The seasonal flu vaccine protects against the influenza viruses that research indicates will be most common during the upcoming season.

Traditional flu vaccines (called trivalent vaccines) are made to protect against three flu viruses: an influenza A (H1N1) virus, an influenza A (H3N2) virus, and an influenza B virus. There also are flu vaccines made to protect against four flu viruses (called “quadrivalent” vaccines). These vaccines protect against the same viruses as the trivalent vaccine as well as an additional B virus.

Flu vaccines CANNOT cause the flu.

Flu vaccines that are administered with a needle are currently made in two ways: the vaccine is made either with a) viruses that have been 'inactivated' (killed) and are therefore not infectious, or b) with no flu viruses at all (which is the case for recombinant influenza vaccine). The nasal spray flu vaccine does contain live viruses. However, the viruses are attenuated (weakened), and therefore cannot cause flu illness. The weakened viruses are cold-adapted, which means they are designed to only cause infection at the cooler temperatures found within the nose. The viruses cannot infect the lungs or other areas where warmer temperatures exist.

Flu vaccines are safe.

Serious problems from the flu vaccine are very rare. The most common side effect that a person is likely to experience is either soreness where the injection was given, or runny nose in the case of nasal spray. These side effects are generally mild and usually go away after a day or two. Visit Influenza Vaccine Safety (http://www.cdc.gov/flu/protect/vaccine/vaccinesafety.htm) for more information.

Protect Yourself, Your Patients and Your Family

Get Your Flu Vaccine This Year

The upcoming season's flu vaccine will protect against the influenza viruses that research indicates will be most common during the season. This includes an influenza A (H1N1) virus, an influenza A (H3N2) virus, and one or two influenza B viruses, depending on the flu vaccine.

WSNA POSITION ON MANDATORY INFLUENZA VACCINATIONS & STRATEGIES TO ADDRESS INFLUENZA

WSNA is committed to advocating for the health of nurses, patients and the communities they serve. Because of this commitment, WSNA strongly recommends that all nurses and other health care providers be vaccinated against all influenza viruses. WSNA strongly supports and urges voluntary efforts that aim for 100% vaccination rates, including annual education and implementation of comprehensive influenza vaccination programs for all health care providers.

WSNA supports enforcement of existing Federal and State regulations to ensure that all employers meet the Centers for Disease Control (CDC) and Occupational Health and Safety Administration (OSHA) requirements for influenza prevention.

WSNA believes a hospital-by-hospital approach to mandatory vaccinations is poor public policy. It lacks consistency and adequate protection for patients and health care workers. WSNA believes that any vaccination policy is only one component of a comprehensive influenza prevention policy and should only be enacted as a result of federal or public health regulation. WSNA believes that
any such regulation must include the following core components:

• Employers must ensure that appropriate protection and safety measures are in place to provide a safe workplace environment for nurses and health care workers.
• Employers must ensure that influenza vaccines are available and offered to every health care worker annually at convenient times and locations. The employer must not discriminate against or discipline nurses for the appropriate use of sick time.
• If a declination form is required for vaccination, the nurse must be able to sign the form confidentially; that is, the nurse must not be required to divulge personal health information or declare the reason(s) for refusal of a vaccine. The employer must not discriminate against or discipline a nurse for opting out.
• The employer must comply with CDC and OSHA Guidelines must be used for prevention, protection, and safety of nurses and patients.

Public health officials recommend that everyone who is eligible receive their flu vaccine and get it every year.

ABOUT INFLUENZA VIRUSES

Influenza viruses are constantly changing. They can change in two different ways. One way they change is called “antigenic drift.” These are small changes in the genes of influenza viruses that happen continually over time as the virus replicates. These small genetic changes usually produce viruses that are pretty closely related to one another, which can be illustrated by their location close together on a phylogenetic tree. Viruses that are closely related to each other usually share the same antigenic properties and an immune system exposed to a similar virus will usually recognize it and respond. (This is sometimes called cross-protection.) The other type of change is called “antigenic shift.” Antigenic shift is an abrupt, major change in the influenza A viruses, resulting in new hemagglutinin and/or new hemagglutinin and neuraminidase proteins in influenza viruses that infect humans. Shift results in a new influenza A subtype or a virus with a hemagglutinin or a hemagglutinin and neuraminidase combination that has emerged from an animal population that is so different from the same subtype in humans that most people do not have immunity to the new (e.g. novel) virus.

Such a “shift” occurred in the spring of 2009, when an H1N1 virus with a new combination of genes emerged to infect people and quickly spread, causing a pandemic. When shift happens, most people have little or no protection against the new virus. While influenza viruses are changing by antigenic drift all the time, antigenic shift happens only occasionally. Type A viruses undergo both kinds of changes; influenza type B viruses change only by the more gradual process of antigenic drift.
2015 WSNA Membership Dues

The total annual amount of dues for WSNA members includes the ANA, WSNA and the District Nurses Association dues portions. This combined amount is based on the following information: 1) the District you are employed in, 2) the total hours you are scheduled to work per month (FTE), and 3) whether you are represented by WSNA for collective bargaining or not. Eight percent (8%) of the WSNA portion of the dues of WSNA collective bargaining members are returned to the WSNA Cabinet on Economic and General Welfare (4%) and to the member’s local unit (4%) for their use.

Additionally, dues for members represented by WSNA for collective-bargaining also include dues to NFN and AFT. Members who work less than 80 hours per month, are retired or not represented for collective bargaining may qualify for one of the reduced dues categories. The updated WSNA dues rate schedule is effective January 1, 2015. Please see the accompanying Dues Rate chart for your specific dues rate for 2015.

WSNA dues for members are adjusted annually on January 1st each year based on a formula approved by the membership in 1991 and revised in 2003. For members represented for collective bargaining by WSNA, the formula is based on the statewide average of the 5th-step wage rate for RNs in WSNA represented bargaining units. This calculation is made from existing contracts in effect on July 1st each year. The average 5th step monthly salary is then multiplied by a dues adjustment factor of 1.00% and again by 12 to determine the amount for the annual WSNA portion of the dues and is applied in January the following year.

The amount of the dues increase for 2015 for the WSNA portion of the dues will be 1.63% which is $0.91 per month ($11.02 for the year) for members represented by WSNA for Collective Bargaining in our highest dues-paying category. For 2015 the NFN dues remain the same. The 2015 AFT dues for members represented by WSNA for Collective Bargaining will be $2.64 per month ($31.63 annually).

ANA dues are adjusted every three years based on the Consumer Price Index (this increase is capped at a maximum of 2%). The last ANA dues increase was in January 2014 and will be in effect through December 31, 2016. This increase is applied to both collective-bargaining and non-collective bargaining members.

For 2015, there is no dues increase for WSNA members not represented by WSNA for Collective Bargaining.

Dues Categories

| A | In a WSNA represented bargaining unit and working an average of 80 or more hours per month |
| B | In a WSNA represented bargaining unit and working an average of 40 hours or more and less than 80 hours per month |
| C | In a WSNA represented bargaining unit and working an average of less than 40 hours per month |
| D | New Graduate Nurse employed in a WSNA represented bargaining unit (for the 1st year of membership only) |
| E | 62 years of age and not employed or totally disabled |
| F | Employed and not covered by a WSNA collective bargaining contract, or unemployed |
| R | New Graduate Nurse, employed and not covered by a WSNA collective bargaining contract (for 1st year of membership only) |

If you are currently a member and have had a change in your employment situation...

Please complete a Change of Information Form or email your changes to membership@wsna.org. The Change of Information Form is available on the WSNA website under “Membership,” or you can contact the WSNA Membership Department at 800.231.8482 or 206.575.7979 to request one.

Please note: It is the member’s responsibility to notify WSNA in writing of any changes in address, employer, FTE status, layoff or leave of absence. Write to: Membership - Washington State Nurses Association, 575 Andover Park West, Suite 101, Seattle, WA, 98188.
### WSNA Districts

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### Dues Rates  Effective Jan 1, 2015 - Dec 31, 2015

Subject to change with proper notice

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New Members

WHATCOM COUNTY
ALEX, DAWN
ARNHOLT, EMILY
BENNER, LANA
BILG, SUKHDEV
BRADKE, LAURA
BREWER, REBECCA
BYRD, LYNDA
DALTON, MICHELLE
DEMERJIAN, MELANIE
DOBBS, KELLY
DOOBOVSKY, ZACHARY
FLETCHER, GLENN
FREY, ANNA
GALBRAITH, KAREN
GRIFFIN, JESSIE
GULLEY, CARMEL
HAMILTON, JESSIE
HARRINGTON, AMANDA
ANDREICA, LUMINITA
ANDREAS, KINDRA
ANDERSON, JORDAN
ALLEN, MARTINA
AIKEN, VICTORIA
ARNHART, EMILY
GULLEY, CARMEL
GRIFFIN, JESSIE
GALBRAITH, KAREN
WRIGHT, DUSTA
WIBE, DEBRA
WEST, ESTHER
WAHLGREN, STEPHANIE

Pierce County
AAAL, JENNIFER
ALERDING, JORDEN
AMES, ANGELA
AMMONS, COLLIN
ANDERSON, JAMI
BAILEY, AMY
BARNES, DAWN
BARNES, SHEILA
BARNETT, MARGARET
BARTOLINI, MARIA DELIA
BAUER, ALEXIS
BEERS, MAUREEN
BEHRENS, VICTORIA
BESSELMAN, SHANNON
BLEISI, LAUREN
BOINEST, HALEY
BORROMEO, SAMANTHA
BROOKES, REBECCA
BRYANT, CATHARINE
CARLETON, GRETCHEN
CARR, HANNAH
CARTER, REBECCA
CENG, CHERYL
CICERO, SANDA
CLEMENT, JULIA

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, or joining or leaving a bargaining unit. This change must be done in writing either by using a Change of Information Card or sending an email to wsna@wsna.org.

The Cabinet on Economic and General Welfare (CE&GW) policy states: When a nurse is on an unpaid leave of absence, the dues are adjusted to the Reduced Membership Category during the unpaid Leave of Absence period. The accumulated dues payment is to begin within 90 days of return to work. The nurse will have up to 12 months to complete payment of these dues. It is the responsibility of the nurse to notify WSNA of this change in work status.
In Memoriam

Beverly Joann Dolle

Beverly Joann Dolle, RN passed away September 16, 2014. Bev’s nursing career spanned over 40 years and she touched the lives of many patients and their families.

Beverly started nursing school in summer 1950 as Beverly Schaller at Sacred Heart School of Nursing. In September of 1950, she met Theo Dolle at a dance. They courted until he returned from his naval service in Korea in 1955 and they were married in May. During her 2nd year of nursing school she usually worked 7a.m.-11a.m. then had class 1-5p.m. Then a dinner break and another shift from 7-9p.m.on the floors. Next was study time followed by a 10p.m. curfew announced over loud speakers. Room check was at 11p.m. by the house mother who could listen into their rooms during the night. Bev graduated in July 1953. She worked at Sacred Heart Medical Center, as an office nurse and then back into hospital settings. Before finally leaving the hospital setting she worked at Sacred Heart on what was then the 8th floor which she referred to as the “Going Home to Heaven” floor...geriatrics. Bev then moved into occupational health working for the U.S. Postal Service from 1974 until 1994. During her career and after Bev retired from nursing, she and Theo were active in their church community.

Bev was proceeded in death by Theo, her parents, her brother and many others too numerous to mention but who were none the less very important parts of her life. She is survived by her daughter Christine an RN, her sons Edward an RN, Ted and David. She was a devoted daughter, sister, wife, mother and friend and she will be dearly missed by all of those lucky enough to have known her.

Vicki Rae Everette

Vicki Rae Everette, 51, of Kelso died Oct. 31, 2014, at St. John Medical Center. She was a resident of Cowlitz County for 46 years.

She was born in Monango, N.D., to Ernest and Joyce (Dow) Zinter on Jan. 23, 1963. At the age of 5, she moved with her family to Castle Rock. She graduated from R.A. Long High School in 1981 and received a nursing degree from Lower Columbia College in 1992. She was employed as an in-home care nurse through Hospice. She also was a cardiology nurse and a clinic triage nurse at the specialty clinic at St. John Medical Center.

On Oct. 29, 1987, she married Billy Everett in Longview, and they had two children.

Vicki loved flowers and working outdoors in her garden. She was an excellent baker and especially enjoyed spending time with family, friends and her grandchildren. She also enjoyed swimming.

Vicki was a true caregiver. She was always willing to lend a helping hand to anyone. Her home was open to family and friends who needed help or a word of advice. She was a wise, caring person, giving support and counsel to all who needed a kind word. She was always happy and greeted everyone with her happy, dimpled smile. Family and friends will miss her bubbly, kind personality.

She is survived by her husband, Billy Everett, at home; a daughter, Natalie in Kelso; a son, Christopher in Kelso; a foster son, David Rodriguez (Reyna) of Longview; her grandchildren, Elijah, Sara and soon-to-be-born Isaiah; two stepdaughters, Alice Raymond and Alecia White (Kevin), both of Tuskalooa, Ala.; two stepgranddaughters, Armiiyah White and Aniyah Raymond; seven sisters, Patricia Schaffer (Bernard) of Monango, Carole Bauer (James) of El Paso, Texas, Rita Chapman (Val) of Strongsville, Ohio, Anita Osorio and Kathy Janicki (George), both of Kelso, Cheri Rapp (Randy) of Port Orchard, Wash., and Karyn Zinter (Ginnie) of Bremerton; two brothers, Dean Zinter (Donna) of Tigard, Wash., and Wayne Zinter (Lucy) of Tacoma; and numerous nieces, nephews and cousins.

Vicki was preceded in death by her parents and two brothers, Robert and Steven.

A memorial service is planned for 2 p.m. Saturday at Steele Chapel, 5050 Mount Solo Road in Longview.

In lieu of flowers, memorial contributions may be made to one of Vicki’s favorite organizations, Smile Train, which provides corrective surgery to needy children with cleft palates (www.smiletrain.org).

Membership Update · District News

Membership Dues Statements are Available Upon Request

Would you like to know how much you paid in dues in 2014? Members can request information regarding the amount of dues paid by contacting the WSNA membership department.

The membership department can provide information over the phone to a member as to the total amount of dues that have been collected in the current or previous year. A statement can also be sent by mail or email if requested by a member.

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

The membership department may be reached by phone at 206.575.7979, by fax at 206.838.3099 or by email at membership@wsna.org. Thank you for your continued support of and participation in WSNA!

King County Nurses Association News

KCNA HAS A NEW WEBSITE!

King County Nurses Association has launched a new site for use by its members and other health care professionals throughout the county. Check it out today at www.kcnurses.org. We know you’ll like it!

UPCOMING EVENTS

King County Nurses Association is looking forward to the New Year! Check out these upcoming KCNA events, mark your calendar and register at www.kcnurses.org.

Practical Self-Care Skills for Nurses
Saturday, February 21 • 9 a.m.–Noon
Good Shepherd Center (Wallingford)
This workshop will focus on mindfulness as a stress reduction tool, presented by Christine Prenovitz, MSW, E-RYT, stress management and behavior change coach. The cost is: $45/KCNA members or student; $55/nonmember.

Update on the Affordable Care Act
Thursday, March 12 • 5:30–7:30 p.m.
Good Shepherd Center (Wallingford)
Sofia Aragon, JD, RN, Senior Governmental Affairs Advisor, Washington State Nurses Association, will present details on the impact of the ACA. The cost is: $15/KCNA member or student; $25/nonmember.

Advisor, Washington State Nurses Association, will present details on the impact of the ACA. The cost is: $15/KCNA member or student; $25/nonmember.
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**

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| Record Keeper Kits | ($10.00 each) | = Total amount due |

**IF PAYING BY CREDIT CARD**

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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.