THE UPCOMING WASHINGTON STATE NURSES CONVENTION
YOUR CHANCE TO DIRECT WSNA'S WORK FOR THE NEXT 2 YEARS

FROM THE PACIFIC NORTHWEST TO THE EAST AFRICAN PLATEAU, OUR MEMBERS CAN'T STOP TAKING LEAPS, tryING NEW THINGS, AND CHANGING PEOPLE'S LIVES.

INSIDE, YOUR STORIES.

PLUS: ROAD MAP TO THE 2015 WASHINGTON STATE LEGISLATIVE SESSION / HOW YOU CAN BE A CITIZEN LOBBYIST!
HER CAPE IS INVISIBLE.

HER POWER IS NOT.

School for superheroes: 
WSNA E&GW Leadership Conference
September 27–29, 2015
Campbell's Resort, Chelan, WA
### Upcoming Events

**FEBRUARY 2015**
- 9    Nurse Legislative Day - Olympia
- 16   Presidents' Day - WSNA offices closed
- 20   Finance & Executive Board meetings
- 26 - 27 NFN Executive Board meeting - Las Vegas
- 28   Professional Nursing and Health Care Council meeting

**MARCH 2015**
- 26   Washington State Nurses Foundation meeting
- 27   Board of Directors meeting

**APRIL 2015**
- 17   WSNF Trustees Silent Auction “Wrap Party”
- 22 - 24 Washington State Nurses Convention - Tulalip, WA
- 23   WSNA Biennial General Assembly - Tulalip, WA

**MAY 2015**
- 6 - 12 National Nurses Week
- 8    Balloting begins for 2015-2017 WSNA Elections
- 20 - 22 AFT Professional Issues Conference / NFN Academy - Chicago
- 25   Memorial Day - WSNA offices closed

**JUNE 2015**
- 1    Constituent Representative Council meeting (district presidents)
- 8    Ballot count for 2015-2017 WSNA Elections

**SEPTEMBER 2015**
- 27 - 29 E&GW Leadership Conference - Chelan, WA

### You Were Represented

WSNA staff and elected and appointed leaders represent your interests in a wide variety of meetings, coalitions, conferences and work groups throughout the year, anticipating and responding to the issues the membership has identified as priorities. In addition to many meetings with legislators, regulators, policy makers and leaders of other health care and nursing organizations and unions, the following is a partial list of the many places and meetings where you were represented during the past 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 Health and the 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
- 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 & National Advisory Board meetings
- North Seattle Community College Technical Advisory Board
- Nursing Care Quality Assurance Commission (NCQAC) meetings
- 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 year is already off to a fast start. The legislative session is underway, and once again, the focus in Olympia is on finding a solution to the state’s budget shortfall. It’s another year when nurses will have to rally together with a strong voice for our patients and clients, defending life-saving programs that keep our communities healthy and save money in the long run. Funding for public health, nursing school loans and scholarships, and more beds for psychiatric patients are all potentially at stake this year. If you’re like me, you might be feeling some frustration at this budget déjà vu. Rather than let that feeling discourage me, I’m feeling a renewed sense of urgency to find better solutions to this continuous budget fight.

We need to identify new revenue options, and we need to build the political power to move these ideas forward. A more sustainable, stable budget could save vital programs from the yearly chopping block. We need to speak out for a fair budget that protects key health safety net programs. WSNA is also working tirelessly this year to support the practice of nurses across all types of settings, with priority legislation on safe staffing, public health nursing, school nursing and ARNP scope of practice. Find out more about the issues and how to get involved in the Legislative section of this issue.

I’m also excited about a new section in this issue of The Washington Nurse. We are seeking out your stories and experiences, particularly about transitions in your nursing career. In this issue, we have two stories from nurses who have recently retired and are finding new ways to use their nursing skills. Some of us joke that nurses never really retire, and while it proves true in these two cases, I find it quite inspiring to read about the continuing fulfillment and meaning that these nurses have found. Whether you’re starting your career or looking at what’s next after retirement, this section is a space to share your story and read about how other nurses are navigating their careers.

While you’re thinking about next steps and career plans, make sure to mark your calendar for the Washington State Nurses Convention from April 24–27, 2015. This three-day conference is an amazing opportunity to connect with nurses from across the state, learn about practice issues and hear from some of the top experts in nursing.

At Convention, you’ll have the opportunity to meet WSNA candidates for elected office, and it’s also your last chance to self-nominate before the elections are held. I can attest to how rewarding and enriching it is to serve in WSNA office. It is both incredibly humbling and rewarding to help guide this organization and work on behalf of nurses in Washington State. If you're considering running for WSNA office, I urge you to visit www.wsna.org/About/Leadership to learn about the different boards and committees in which you can participate. Whatever your work setting, specialty, or interests, there are opportunities to be involved with WSNA.

Most importantly, the convention is your opportunity to help set the direction of WSNA. This event is a great showcase of the many ways that WSNA is working on behalf of nurses in Washington, but it’s also the time when we seek your input on WSNA's work for the next two years. Bring your ideas, your concerns, your passion and your energy. The nurses of WSNA are what make this organization great—we need you to be involved and engaged!
LIVE EVENTS

FEBRUARY 2015
Cardiovascular Update 2015; University of Washington School of Nursing Continuing Nursing Education; February 12, 2015 • Shoreline Conference Center; Contact Hours: 7.7; Fee: $265/$265 Entire Conference $365; Contact ☎

Diabetes Update 2015; University of Washington School of Nursing Continuing Nursing Education; February 25, 2015 • Lynnwood Conference Center; Contact Hours: 7.2 Total Fee: $295; Contact ☎

Reiki II for Nursing. Prereq: Reiki I at least 30 days prior. Wednesday 2/25/15. 9-3:30PM Soaring Dragon Training Center, Federal Way, WA; Contact Hours: 5.5; Fee: $120. Contact ☎

MARCH 2015
Understanding Reiki & Reiki I for Nursing (2 classes combined). Friday 3/6/15. 9-3:30PM Soaring Dragon Training Center, Federal Way, WA; Contact Hours: 6; Fee: $130 includes text by Pamela Miles; Contact ☎

APRIL 2015
Understanding Reiki & Reiki I for Nursing (2 classes combined). Thursday 4/16/15. 9-3:30PM Soaring Dragon Training Center, Federal Way, WA; Contact Hours: 6; Fee: $130 includes text by Pamela Miles; Contact ☎

Reiki II for Nursing. Prereq: Reiki I at least 30 days prior. Friday 4/17/15. 9-3:00PM Soaring Dragon Training Center, Everett, WA; Contact Hours: 5.5; Fee: $120. Contact ☎

JUNE 2015
Reiki II for Nursing. Prereq: Reiki I at least 30 days prior. Friday 6/19/15. 9-3:00PM Soaring Dragon Training Center, Federal Way, WA; Contact Hours: 5.5; Fee: $120. Contact ☎

Understanding Reiki & Reiki I for Nursing (2 classes combined). Saturday 6/20/15. 9-3:30PM Soaring Dragon Training Center, Federal Way, WA; Contact Hours: 6; Fee: $130 includes text by Pamela Miles; Contact ☎

AUGUST 2015
Reiki II for Nursing. Prereq: Reiki I at least 30 days prior. Thursday 8/20/15. 9-3:00PM. Soaring Dragon Training Center, Federal Way, WA; Contact Hours: 5.5; Fee: $120. Contact ☎

Understanding Reiki & Reiki I for Nursing (2 classes combined). Friday 8/21/15. 9-3:30PM Soaring Dragon Training Center, Federal Way, WA; Contact Hours: 6; Fee: $130 includes text by Pamela Miles; Contact ☎

ONLINE EDUCATION

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

Diabetes Update; Contact Hours: 7.1; Fee: $150 ☎

Hepatitis C Online Course; Contact Hours: 17.75; Free to view ☎

Hepatitis Case Studies – Hepatitis A; Contact Hours: 1.5; Fee 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 ☎

Hepatitis C - Special; Contact Hours: 7.5; Fee 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 kponto@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 kponto@good-sam.com or 605.362.3279; expires: October 2015

Medical Spanish for Hospital Nurses; Contact Hours: 25 (Expires December 31, 2016) ☎

Medical Spanish for Office Nurses; Contact Hours: 25 (Expires December 31, 2016) ☎

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 – Pediatric Drug Therapy; Contact Hours: 6.0; Fee: $175 ☎

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: 11.1 ☎

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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Soaring Dragon
victoria.leo.reiki@gmail.com
253.203.6676
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.

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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 (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
LEGISLATIVE AFFAIRS

Washington state is divided into 49 legislative districts.
Each legislative district has a little more than 137,000 residents, and the boundaries of these districts are re-drawn every 10 years immediately following the census.

Washington State has a two-year (or biennial) budget cycle.
The State Legislature goes into session every January, but the duration of the session depends on whether it is a budget year (in which case, the session lasts until mid-April) or a supplemental year (in which case, the session lasts until mid-March). Budget years are always the odd years, so 2015 is a budget year.

Each district has one senator and two representatives.
Thus, all Washington residents have three elected state legislators representing them in Olympia.

Senators’ terms of office are four years, and representatives’ terms are two years.
Senate terms are staggered; every two years, only half of the senate is up for election.

The entire House is up for election every two years.
In the 2014 session, Democrats had the majority in the House (55/43), and although they also had the majority in the Senate (25/24), Republicans controlled it.

The Washington State Economic and Revenue Forecast Council puts out quarterly updates on state tax revenue and the economy.
There are seven members of this council: the state treasurer, the heads of the Department of Revenue and the Office of Financial Management, the chairs of the House and Senate budget committees and two others.

There are three main budgets that the legislature decides on:
• General fund of the operating budget — roughly $33 billion
• Transportation budget — roughly $10 billion
• Capital budget — roughly $5.5 billion

You Can Be a Citizen Lobbyist: A Road Map to Washington State’s 2015 Legislative Session

WASHINGTON STATE LEGISLATURE 101

By Richard Burton
WSNA Political Action Coordinator

You Can Be a Citizen Lobbyist: A Road Map to Washington State’s 2015 Legislative Session
2015 LEGISLATIVE PRIORITIES

Patient Safety Package

Nurses intercept 86% of all medication errors before there is harm to a patient. These bills protect patients against errors caused by fatigue resulting from increasingly long working hours and inadequate staffing that diminish nurses’ ability to provide safe, quality care.

• Statewide minimum staffing levels: Builds on the work of current nurse staffing committees to establish statewide standards with input from nurses and patient safety experts.

• Uninterrupted rest and meal breaks: Provides uninterrupted breaks for nurses and health care staff who deliver direct patient care. In 2012, the Washington State Supreme Court unanimously found that rest periods help ensure nurses that can maintain the necessary awareness and focus required to provide safe and quality patient care. Washington State Nurses Association v. Sacred Heart Medical Center, Slip Op. No. 86563-9 at *9 (Oct. 25, 2012)

• Limiting mandatory overtime: Applies overtime laws to pre-scheduled on-call. There is a current loophole that allows the inappropriate extension of shifts through pre-scheduled on-call. This loophole is being used to fill chronic staff shortages, rather than saving on-call nurses for true emergencies.

Affirming limited dispensing of drugs by governmental public health nurses

Includes in statute the long-standing practice of public health nurses dispensing medications under the direction of MDs, ARNPs and others for family planning and communicable disease control. (See fact sheet on page 9.)

Toxic Free Kids Act

Keeps harmful toxins out of children’s products.

Advanced Registered Nurse Practitioner Global Signature Authority

Allows ARNPs to sign any required forms or documents so long as they are within the ARNP scope of practice. Examples are orders for seclusion for the acute mentally ill and school physicals. (See fact sheet on page 10.)

School Nurses

Reaffirming the authority of a school nurse to exercise his or her nursing practice as defined by the Washington Nurse Practice Act RCW 18.79.040 and nursing standards of care. (See fact sheet on page 10.)

Budget

A biennial budget that meets Washington’s most critical health needs:

• Fund effective response to public health threats, including communicable disease control and maternity support services

• Fully fund the Health Professions Scholarship and Loan Repayment Program

• Fully fund school nurses so that poor health does not get in the way of student learning

• Maintain access to health care through the Health Benefit Exchange and the Medicaid Expansion

• Stop the unconstitutional hospital boarding of mental health patients by providing beds and qualified mental and behavior health practitioners

• Maintain enhanced reimbursement for primary care nurse practitioners

THINGS YOU CAN DO THIS YEAR

GET REGISTERED TO VOTE!

It’s easy to register online at www.sos.wa.gov/elections/myvote

Find out what legislative and congressional districts you live in, who your elected lawmakers are, what their priorities are and on what committees they sit. Don’t know your districts? It’s easy to find out! Go to www.redistricting.wa.gov/DistrictFinder

LEARN THE KEY ORGANIZATIONS.


STUDY THE FUNDRAISING PATTERNS OF YOUR LEGISLATORS ON THE PUBLIC DISCLOSURE COMMISSION’S WEBSITE.

Find out how much money they have raised and from whom they’ve received it. The Washington State Public Disclosure Commission was voted into existence through the passage of a ballot measure in 1972. Among many other things, this body sets and enforces the limits on how much money any one person can donate to a candidate, and it provides transparent campaign fundraising information to the public. Visit www.pdc.wa.gov
BILL FACT SHEET

Affirming the Safe Practice of Public Health Nurses Dispensing Certain Classes of Medications

Supported by WSNA in partnership with the Washington State Association of Counties and the Washington State Association of Local Public Health Officials

Goals of the Legislation

• To affirm and codify the safe practice of public health nurses dispensing certain drugs
• To promote the efficient use of public health resources
• Ensure rapid and timely public health response to health threats

Background

THIS LEGISLATION AFFIRMS A CURRENT PUBLIC HEALTH PRACTICE.

Public health nurses in local health jurisdictions are providing medications under the direction of physicians and other providers with prescriptive authority in the following areas:

• Family planning
• Treatment for sexually transmitted infections
• Communicable disease control (for example, antibiotics)

The need to give patients medications at the time they are seen is urgent in order to protect the health of the public, because public health is endangered if a patient sent away to a pharmacy does not go or complete the treatment.

THIS ENSURES A TIMELY RESPONSE TO PUBLIC HEALTH THREATS.

• It is within the purview of public health to prevent disease from occurring and to reduce its spread among populations.
• Public health nurses have a major role in achieving that purpose. However, under nurse practice laws, nurses can only administer medication of a drug, which means direct application of a drug by injection, inhalation, swallowing or other means.
• When public health nurses dispense medication, they do so under the direction from a physician (public health officer) or other provider with prescriptive authority and follow appropriate pharmaceutical safety practices.
• Patients are being seen by nurses in a variety of settings, so the prescriber is unable to be present when a patient needs medication to address a public health concern.
• Not allowing public health nurses to dispense medications means a delay in treatment necessary to control communicable disease or prevent unintended pregnancies.
• Allowing public health nurses to dispense promotes efficient use of public health resources. For example, to control a communicable disease, the public health nurse must investigate each case and identify others with whom the patient comes in contact to ensure that each contact receives the appropriate medication. Being allowed to dispense medication means that these cases and their contacts will receive the appropriate treatment in an efficient, timely manner in order to prevent the spread of disease to others.

DISPENSING BY THOSE OTHER THAN THE PRESCRIBING PROVIDER IS A CURRENT PRACTICE FOR FAMILY PLANNING CLINICS.

Currently, under Washington law, a family planning clinic under contract with the Washington State Department of Social and Health Services may dispense commercially pre-packaged oral contraceptives with a prescription from a licensed health practitioner authorized to prescribe oral contraceptives under RCW 69.41.030.

ATTEND A LEGISLATIVE FORUM OR TOWN HALL MEETING TAKING PLACE IN YOUR DISTRICT.

Learn more about where your legislators stand on the issues.

LEARN THE PROCESS AND THE “PLAYERS.”

To which committees do bills of concern to nurses go in the Legislature? Who chairs those committees? Who decides what bills get voted on? You can find out about upcoming legislative events and obtain legislative committee information by going to the home page of the Washington State Legislature: at www.leg.wa.gov

MEET WITH AND/OR COMMUNICATE WITH YOUR ELECTED REPRESENTATIVES — REGULARLY!

The better they know you, the more accountable they will be to nurses and nursing.

To find out more about how you can be politically active, contact Christian Dube, WSNA Political Action Coordinator, at 206.575.7979, ext 3005 or cdube@wsna.org.
BILL FACT SHEET

Advanced Registered Nurse Practitioner Global Signature Authority

Supported by WSNA and ARNPs
United of Washington State

ARNPs are major providers of primary and specialty care services in Washington state.

Advanced registered nurse practitioners (ARNPs) have provided primary and specialty health services to Washington State citizens for four decades, serving rural and urban communities including vulnerable and underserved patients.

The 2011-2012 Washington State Primary Care Provider Survey by the Washington, Wyoming, Alaska, Montana, Idaho (WWAMI) Center for Health Workforce Studies shows that:

- ARNPs and physician assistants make up a third of the primary care workforce.
- More ARNPs practicing in Washington (3 in 5) received their training within the state of Washington, a higher rate than for physicians and physician assistants.
- 43% of ARNPs had training in rural communities.

More access to care increases demand for ARNP services.

With 700,000 individuals newly covered during the first enrollment year of the insurance exchange and medicaid expansion, the availability of ARNP services must be maximized to meet the increased demand for primary care, specialty, and preventative services.

Patients are denied care due to a barrier to lawful ARNP authorization.

Some Washington state statutes, rules and corresponding documents and forms do not reflect the current ARNP scope of practice law under RCW 18.79.

Continuity of care is delayed or jeopardized when patients of ARNPs must wait for needed services or incur additional expense when unnecessarily required to obtain a physician’s signature. Examples include authorization for seclusion for acute mentally illness and physical examination forms, such as those required by schools.

A minor technical fix in legislation could ensure and increase access to care, eliminate duplication of efforts by ARNPs, physicians, and health care providers, and reduce costs and prevent delays in service to patients.

This legislation does not change the scope of practice for ARNPs.

PROPOSED LEGISLATION:

Adding a new Chapter to RCW 18.79, the Washington Nurse Practice Act, to state:

“An advanced registered nurse practitioner may sign, so long as it is within the advanced registered nurse practitioner’s scope of practice.”

BILL FACT SHEET

Ensuring Safe and Effective School Nurse Services

Supported by WSNA and the School Nurse Organization of Washington

This legislation is written to accomplish the following.

- Clarify what acts considered registered nurse practice are to be solely determined and carried out by a licensed registered nurse as defined by Washington law. Examples include administering medication required by a treatment order and summoning emergency medical assistance.
- Does not prohibit a non-nurse from supervising a licensed registered nurse in a school in matters other than the practice of nursing. This includes matters of administration and terms and conditions of employment. In addition, school nurses are not required to only be supervised by registered nurses.

Legislation is needed for students to receive safe and timely medical care in schools.

National data shows that Washington state ranks 43rd in the nation for the number of nurses per student. Registered nurses in Washington schools are spread thin but must be able to respond quickly to increasingly complex and frequent student health needs:

- There are increased numbers of students with severe allergies and chronic diseases, such as diabetes and asthma.
- There are incidences of school nurse supervisors interfering with the clinical judgment of school nurses, resulting in a barrier to care that puts students at risk.
- Recently passed legislation allows the administration of high-risk drugs, necessitating nursing assessment and oversight in medication administration.

This includes seizure management medication and the use of stock Epi Pens without an individual prescription.

- Recent legislation allows non-clinically trained staff the right to refuse to be required to administer medication to children

School nurses provide care to children in the following ways:

- Identify child abuse and illegal drug use
- Identify mental health issues, and refer families to needed resources
- Insert catheters, provide tube feedings and monitor blood sugar counts
- Prevent the spread of communicable disease by ensuring that children are monitored for required immunizations
- Act as first responders in the event of a medical emergency and treat injuries
Be prepared for the unexpected.

Get a WSNA Emergency Preparedness Kit.

**Standard Kit $34.99**

- 8 Datrex Emergency Drinking Water Pouches
- 1 Datrex packet of 9 food bars
- 1 Thermal Blanket - 84" x 52"
- 2 Air-activated 12-hour body / hand warmers
- 1 Hooded Poncho
- 3 Trash Bags
- 2 12-hour light sticks
- 2 zip baggies
- 1 flashlight with 2 D cell batteries
- 1 Whistle
- 1 deck playing cards
- 1 pair leather palm gloves
- 1 sling bag
- 1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard wate bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3 2"x2" gauze pads, 1.5"x9" 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 wate bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3 2"x2" gauze pads, 1.5"x9" 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 +  
- Subtotal =  
- 9.5% 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.”
Make your plans now

Attend the Washington State Nurses Convention on April 22–24, 2015

The Washington State Nurses Convention is the premier nursing event in Washington state. You don’t want to miss out on the renowned speakers, the opportunity to fulfill all of your continuing education requirements at one event, the sim lab, networking with nurses across the state, planning discussions to set the direction of WSNA for the years ahead and so much more. There will be something for everyone, so bring yourself, and tell your colleagues. In addition to the serious business of learning, connecting and engaging, there will be plenty of opportunities to enjoy the Tulalip Resort and Casino with new and old friends. So make your reservations now and register early to take advantage of the great early bird rates.

Visit rnconvention.com for a full agenda, speaker bios and more.

WSNA General Assembly Business Meeting, Nominations and Resolutions

The WSNA General Assembly business meeting will take place on Thursday, April 23, 2015, and will address many items of important business for the membership, including proposed Resolutions and final nominations for elected offices (See related article for the current 2015 Ticket of Nominees for Elected Offices and how to self-declare or be nominated from the floor). Proposed Non-Emergency Resolutions, the Biennial Association Reports and Candidate Statements will be posted on the WSNA website at www.wsna.org and printed in the spring 2015 issue of The Washington Nurse.

Donate an Item to the WSNF Auction

The WSNF Silent Auction’s 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 the purchase of these items to be auctioned:

- Wine baskets
- Gift certificates
- Travel gift certificates
- Restaurant gift certificates
- Hotel gift certificates
- Theatre, arts and 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 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 producing improved patient and/or nurse outcomes?
- Have you, either as a student or practicing nurse, completed a nursing research project 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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### Candidates for 2015 WSNA Elections

The WSNA Nominations/Search Committee and the E&GW Nominating/Search Committee wish to thank all those who have submitted a Consent to Serve form for elective office and to remind others that it is still not too late to become a candidate. Members who want to self-declare their candidacy for an elected office may still do so by completing and sending a Consent to Serve form and candidate statement to WSNA Headquarters. To be included in the spring 2015 issue of *The Washington Nurse*, self-declared candidates must submit these materials to WSNA by no later than February 20, 2015. Consent to Serve forms are available at www.wsna.org or by calling WSNA. Nominations will also be taken from the floor of the General Assembly, and elections will take place by secret mail ballot shortly after the conclusion of the convention.

The following WSNA members, identified by district number and hometown, have consented to run for WSNA elected offices and will be placed on the ballot by the WSNA search committees.

**WSNA Board (11)**

- **President (1)**
  - Jan Bussert Dist. 2, Vashon
  - Tim Davis Dist. 16, Mt. Vernon

- **Vice President (1)**
  - Jennifer A. Graves Dist. 2, Seattle

- **Secretary/Treasurer (1)**
  - Judith A. Turner Dist. 3, Port Orchard

- **Directors-at-Large (3)**
  - Sue Glass Dist. 4, Spokane
  - Helen Kuebel Dist. 10, Ridgefield
  - Kathy Ormsby Dist. 4, Spokane

- **Directors-at-Large Staff Nurse (2)**
  - Evelyn Street Dist. 3, Olympia
  - Ann Whitley Dist. 6, Yakima

**WSNA Nominations/Search Committee (4)**

- **ANA President Pam Cipriano**
- **Poster sessions**
- **Awards banquet**
- **Breakout sessions on mental health, motivational interviewing, nurse delegation and bullying and workplace violence**
- **Auction benefitting the Washington State Nurses Foundation**
- **Wine and cheese reception with WSNA candidates**
- **WSNA business meeting**
- **Meditation and yoga session**

- **Chair & Member of Board of Directors (1)**
  - Julia Rose Barcott Dist. 6, Yakima

- **Vice Chair (1)**
  - Jane Hill-Littlejohn Dist. 2, Shoreline

- **Secretary/Treasurer (1)**
  - Marce Turpin Dist. 3, Olympia

- **Members-at-Large (7)**
  - Fran Castillo Dist. 4, Spokane
  - Martha Goodall Dist. 4, Spokane
  - Susan M. Jacobson Dist. 3, Tacoma
  - Clarise Mahler Dist. 2, Duvall
  - Annie Neil Dist. 11, Vancouver
  - Cathy Powers Dist.#2, Edmonds
  - Cheri Wilcox Dist. 10, Longview

**E&GW Nominating/Search Committee (3)**

- **Chair on Economic & General Welfare (10)**
  - Julia Rose Barcott Dist. 6, Yakima

- **Vice Chair (1)**
  - Jane Hill-Littlejohn Dist. 2, Shoreline

- **Secretary/Treasurer (1)**
  - Marce Turpin Dist. 3, Olympia

- **Members-at-Large (7)**
  - Fran Castillo Dist. 4, Spokane
  - Martha Goodall Dist. 4, Spokane
  - Susan M. Jacobson Dist. 3, Tacoma
  - Clarise Mahler Dist. 2, Duvall
  - Annie Neil Dist. 11, Vancouver
  - Cathy Powers Dist.#2, Edmonds
  - Cheri Wilcox Dist. 10, Longview

- **Judith Lyons Dist. 18, Ellensburg**
- **Peggy Slider Dist. 4, Spokane**
Legislative and Health Policy Council (4)
Chair & Member of Board of Directors (1)
- Lynette Vehrs  Dist. 4, Spokane
At-Large (3)
- Justin Gill  Dist. 1, Blaine
- Lynn Nelson  Dist. 13, Olympia
- Bobbi Woodward  Dist. 4, Spokane

Professional Nursing & Health Care Council (7)
Chair & Member of Board of Directors
- Louanne Hausmann  Dist. 4, Spokane
Administration (1)
- Sally Watkins  Dist. 3, Gig Harbor
At-Large (1)
- Vee Sutherlin  Dist. 4, Nine Mile Falls
- Bonnie B. Sandall-Todd  Dist. 9, Lynnwood

Education (1)
- Antwinett O. Lee  Dist. 2, Lynnwood

Ethics and Human Rights (1)
- Muriel Softli  Dist. 2, Seattle

Practice (1)
- Renata Bowden  Dist. 3, University Place
- Kim Ward  Dist. 4, Spokane

Research (1)
- Anne Hirsch  Dist. 2, Seattle

ANA Membership Assembly 2015-17
Two representatives, one of who shall be the WSNA president and one of whom is elected, will serve as delegates to the 2015 Membership Assembly, will take office on July 1, 2015, and serve through elections in 2017.
- Marty Avey  Dist. 4, Spokane
- Julia Barcott  Dist. 6, Yakima
- Jan Bussert  Dist. 2, Vashon
- Tim Davis  Dist. 16, Mt. Vernon
- Justin Gill  Dist. 1, Blaine
- Martha Goodall  Dist. 4, Spokane
- Jennifer Graves  Dist. 2, Seattle
- Judi Lyons  Dist. 18, Ellensburg
- Annie Neil  Dist. 11, Vancouver
- Kathy Ormsby  Dist. 4, Spokane
- Pam Rimel  Dist. 6, Yakima
- Muriel Softli  Dist. 2, Seattle
- Julia Weinberg  Dist. 16, Bow
- Anne Whitley  Dist. 6, Yakima
- Rosa Young  Dist. 2, Seattle

Delegates to 2017 NFN National Federation Assembly (6)
- Marty Avey  Dist. 4, Spokane
- Julia Barcott  Dist. 6, Yakima
- Martha Goodall  Dist. 4, Spokane
- Judy Lyons  Dist. 18, Ellensburg
- Annie Neil  Dist. 11, Vancouver
- Julia Weinberg  Dist. 16, Bow
- Ann Whitley  Dist. 6, Yakima

Delegates to 2016 AFT Convention (20)
- Julia Barcott  Dist. 6, Yakima
- Martha Goodall  Dist. 4, Spokane
- Judi Lyons  Dist. 16, Ellensburg
- Annie Neil  Dist. 11, Vancouver
- Julia Weinberg  Dist. 16, Bow
- Ann Whitley  Dist. 6, Yakima

Director to NFN National Executive Board (1)
4-year term: January 2016-December 2019
- Marty Avey  Dist. 4, Spokane
- Judi Lyons  Dist. 18, Ellensburg
- Annie Neil  Dist. 11, Vancouver
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.

<table>
<thead>
<tr>
<th>Name(s) of Presenter(s)</th>
<th>Organization</th>
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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.

Pam Cipriano, PhD, RN, NEA-BC, FAAN
Dr. Cipriano, the 35th president of the American Nurses Association (ANA), is known nationally as a strong advocate for health care quality, and serves on a number of boards and committees for high-profile organizations, including the National Quality Forum and the Joint Commission.

Jack Needleman, PhD, FAAN
Dr. Needleman, Associate Director of the UCLA Patient Safety Institute and Professor in the Department of Health Policy and Management, UCLA Fielding School of Public Health, is the author of numerous publications on quality of care and patient safety. His quality measures have been adopted by AHRQ, Medicare, Joint Commission, and National Quality Forum. His research on the impact of nurse staffing and nurses’ working conditions on patient outcomes in hospitals and the business case for increasing nurse staffing continue to receive national recognition and awards.

Victoria Rich, PhD, RN, FAAN
Dr. Rich, recognized nationally and internationally for pioneering leadership in patient safety initiatives for healthcare systems, served 13 years as Chief Nurse Executive at the Hospital of the University Pennsylvania, where she co-developed the PENN Blueprint for Quality and provided a bridge between practice and education fostering a collaborative approach to the professional education and development of clinical nurses, advanced practice nurses and nurse researchers. She currently serves as a member of the National Quality Forum’s National Patient Safety Committee.

Catherine Robinson-Walker, MBA, MCC
Ms. Robinson-Walker is highly-regarded as an expert, consultant, executive coach, author, speaker and advocate for leadership development in healthcare. As president of The Leadership Studio, she brings more than 25 years of executive leadership experience to her work with complex health organizations and journals, including Nurse Leader, ANA, AONE, the Joint Commission and academia.

Julie A Sochalski, PhD, RN, FAAN
Dr. Sochalski, former Director of the Division of Nursing at the U.S. Department of Health and Human Services, is highly respected as a national and international expert in health policy and the health care workforce. She also served as the Principal Advisor for Health Workforce Policy at HRSA directing interagency initiatives that promoted research and program innovations to build a right-sized, well-skilled, and effectively-deployed health care workforce. Her research includes a series of national and international studies elucidating critical workforce factors influencing the quality of patient care and patient outcomes and innovative practice models to promote quality of care and population health. She also served on ANA’s task Force that developed Nursing’s Agenda for Health Care Reform.
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 annual 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 in All Settings
Staff Nurses
Advanced Practice Educators
Managers
Ambulatory Care
Community Health
School Nurses
Long-term Care
Retired Nurses
WSNA Members & Non-Members
LPNs & Students

Speakers
Darryl Alexander
Pam Cipriano, PhD, RN, NEA-BC, FAAN
Margaret Holm, JD, RN
Judy Huntington, MN, RN
Jack Needleman, PhD, FAAN
Chris Prenovich
Donna Poole, MSN, ARNP, PMHCNS-BC
Victoria Rich, PhD, RN, FAAN
Catherine Robinson-Walker, MBA, MCC
Julie A Sochalski, PhD, RN, FAAN
Mary K. Walker, PhD, RN, FAAN

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
Specialty Practice Dialogue Sessions for Advanced Practice, Licensed Practical Care, Long-term Care, Retired and School Nurses
Yoga-Based Stress Management

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. - 10:30 a.m.
Welcome
Susan E. Jacobson, RN, CCRN
WSNA President

10:30 a.m. - Noon
KEYNOTE: Leading with Valor ★
Catherine Robinson-Walker, MBA, MCC

Noon - 12:30 p.m.
Lunch

12:30 p.m. - 2:30 p.m.
KEYNOTE: Leading with Valor (Continued) ★

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

3:00 p.m. - 4:30 p.m.
Yoga-Based Stress Management
Chris Prenovitz

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.
Specialty Practice Dialogue Sessions ★
Facilitated small group discussion to identify key issues and potential needs whereby WSNA can provide support

• Advanced Practice
• Licensed Practical Nurses
• Long-term Care
• Retired Nurses
• School 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

8:00 a.m. - 9:00 a.m.
KEYNOTE: The Business Case for Excellent Nursing Care ★
Victoria Rich, PhD, RN, FAAN

9:00 a.m. - 10:00 a.m.
KEYNOTE: ANA – Reforming Health Care, Transforming Our Profession ★
Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN
ANA President

10:00 a.m. - 10:30 a.m.
Break

10:30 a.m. - 12:00 p.m.
• General Assembly Business Meeting – Session 1 ★
• Optional Sessions ★
  Simulation Lab or Webinar

12:30 p.m. - 1:00 p.m.
Lunch on Your Own

1:00 p.m. - 3:00 p.m.
• General Assembly Business Meeting – Session 2 ★
• Optional Sessions ★
  Simulation Lab or Webinar

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

3:30 p.m. - 4:30 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.
Dinner & WSNA Recognition Awards Ceremony

FRIDAY, APRIL 24, 2015

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

8:30 a.m. - 10:00 a.m.
KEYNOTE: Making the Case for Appropriate Staffing ★
Jack Needleman, PhD, FAAN

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

10:30 a.m. - 11:30 a.m.
KEYNOTE: Assuring the Policy Voice of Nurses in all Settings ★
Julie A Sochalski, PhD, RN, FAAN

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

• Respect and Dignity at Work: Workplace Violence and Bullying Prevention in Healthcare ★
Darryl Alexander
AFT Health and Safety Program Director

• Nurse Delegation ★
Margaret Holm, JD, RN, NCQAC

• Mental Health Panel Discussion ★
Facilitated by Donna Poole, MSN, ARNP, PMHCNS-BC

• Simulation Lab Session ★
## Agenda

### Wednesday, April 22, 2015

**9:00 a.m. – 10:00 a.m.**
**Registration / Breakfast**

**7:30 a.m. – 8:00 a.m.**
**Breakfast**

**9:30 a.m. – 9:50 a.m.**
**Registration / Check–In**

**10:00 a.m. – 10:30 a.m.**
**Transforming Our Profession**

**10:30 a.m. – 11:30 a.m.**
**Keynote:**

**12:00 p.m. – 2:00 p.m.**
**Meet the Candidates’ Forum**

**2:30 p.m. – 3:00 p.m.**
**Break**

**3:00 p.m. – 3:30 p.m.**
**Leading with Valor**

**3:30 p.m. – 4:30 p.m.**
**ANA – Reforming Health Care, Transforming Our Profession**

**4:45 p.m. – 5:00 p.m.**
**Break**

**5:00 p.m. – 5:30 p.m.**
**Simulation Lab Session**

### Thursday, April 23, 2015

**7:30 a.m. – 8:00 a.m.**
**Break**

**9:00 a.m. – 10:00 a.m.**
**Breakfast**

**10:00 a.m. – 10:30 a.m.**
**General Assembly Business**

**10:30 a.m. – 11:30 a.m.**
**Keynote:**

**11:30 a.m. – 1:00 p.m.**
**Poster Sessions**

**1:15 p.m. – 2:15 p.m.**
**Session 1**

**2:30 p.m. – 3:30 p.m.**
**Break**

**3:30 p.m. – 4:30 p.m.**
**Session 2**

**4:45 p.m. – 5:00 p.m.**
**Break**

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

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

**7:00 p.m. – 8:00 p.m.**
**Wine & Cheese Networking Reception**

**7:30 a.m. – 8:00 a.m.**
**Break**

## Registration

### Payment

**Visa / MasterCard**

**Check Enclosed (Payable to WSNA)**

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**Total Fees** (Registration Fees for the Convention do not include the cost of lodging)

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<th>Member*</th>
<th>Full Convention (Early Bird)</th>
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**Awards Banquet Guest** (For those not attending the Convention on Thursday)

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

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**FRIDAY SESSIONS**

Friday attendees only. Select one class for each session.

### Session 1

- Workplace Violence
- Nurse Delegation
- Mental Health Panel Discussion
- Simulation Lab (Space limited to 25 registrants)

### Session 2

- Workplace Violence
- Motivational Interviewing
- Liability - What Nurses Need to Know
- Simulation Lab (Space limited to 25 registrants)

---

**Return this form by mail**

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

**Or Fax**

206.575.1908
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
Thousands of Patients Treated at Free Seattle / King County Clinic

WSNA was one of more than 65 agencies and groups called on to help sponsor and support the Seattle / King County Clinic event held October 23-26, 2014.

The event was put on in partnership with Remote Area Medical (RAM), which is based in Knoxville, Kentucky, and has sponsored health events since 1985. Their mission is to provide full health care services to those who cannot access routine medical care: the homeless, low income working poor, uninsured, immigrants and those in rural areas where it is a hardship to receive health services.

RAM provides clinics primarily in Appalachia, Oklahoma, Missouri and other states in the eastern United States. RAM does not sponsor many major urban health care access clinics, but Seattle was chosen because of its unique organization ability and identified need. Clinics were set up in the Key Arena and Seattle Center to serve up to 1,000 people per day, with a goal of 3,500 total clients. More than $2.3 million of services were provided for free! Amazing!

The services offered at this clinic included:

- Dental care, with crowns and dentures manufactured the same day
- Vision care, with more than 1,200 pairs of glasses available to be fitted on that day
- Physical assessments by physicians and nurse practitioners
- Radiology and lab diagnostic services
- Womens’ health examinations
- Wound care
- Immunizations
- Foot care
- Social services for recommendations for follow-up services, especially sign-ups for Apple Health
- Pairs of new shoes donated by Brooks

Participants came primarily from within the city of Seattle, though there were many others from Snohomish, Pierce Counties and even Eastern Washington. Many arrived as early as 9:30 p.m. to be in line the next day,

Continued »
especially for the scarce dental and vision services available. Because of the crowd, the clinic doors were opened and participants were allowed to spend the night but had to leave by 5:30 a.m. before the doors opened at 6 a.m.

WSNA member Frankie Manning was the point person for the Foot Care Clinic. Through her efforts, equipment was available for professional podiatric care, which was provided by her, other professional nurses from the community, and myself. The King County Nurses Association, Mary Mahoney Professional Nurses Organization and other organizations donated funds to purchase socks, so folks went home with new socks, nail files, and pumice stones for their feet. We were also blessed to have David Ishikawa, DPM, as our podiatrist, offering advice and most importantly, providing follow-up care in his office for people with complex and painful foot conditions.

I can’t think of a more rewarding experience in my nursing career and hope to volunteer when the next clinic is scheduled. I invite you to review the detailed report available at www.seattlecenter.org/skcclinic.

For more information about Remote Area Medical, visit www.ramusa.org.

SEATTLE KING COUNTY CLINIC BY THE NUMBERS

<table>
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<td>1,365 patients received</td>
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<tr>
<td>1,714 patients received</td>
<td>dental care</td>
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<td>1,050 patients received</td>
<td>vision care</td>
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<td>1,479 human volunteers, including</td>
<td>registered nurses and ARNPs</td>
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<td>15 K-9 volunteers (therapy dogs)</td>
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<td>4,216 minutes of interpretation</td>
<td>by medically certified interpreters in 31 languages</td>
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<td>75+ health, human service and civic organizations helping produce the event</td>
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WSNA Vice-President
Jennifer Graves Appointed
to New Role at Swedish
Swedish Health Services announced in December that it has appointed Jennifer Graves, chief executive officer (CEO) of Swedish Ballard, as the interim CEO of Swedish Edmonds. Graves began work in her new role on January 1, 2015, with the retirement of previous CEO David Jaffe. A longtime WSNA member, Graves is vice-president of WSNA’s Board of Directors. WSNA congratulates her on the new role with Swedish.

In her new role, Graves will lead all administrative and clinical operations at Swedish Edmonds. She will also continue to serve as CEO of Swedish Ballard, where she has spent more than five years successfully leading work to revitalize the campus through quality, safety, operational and facility improvements. Graves continues to be one of the institution’s most respected nurse executives.

“It has been a privilege to be a member of this incredible team at Swedish, and I am grateful daily for such meaningful work,” said Graves. “I am excited to support our campus and caregivers in Edmonds and look forward to fulfilling our goal of creating healthier communities together.”

Graves began her local career in healthcare more than 25 years ago at the University of Washington Medical Center and worked as a board-certified nurse practitioner for two decades. Before her tenure at Swedish, she served on the leadership team at Virginia Mason Medical Center. Graves has been a professor in the nursing programs at both Seattle Pacific University and Northwest University.

2014 March of Dimes Nurse of the Year Awards
On November 20, 2014, the March of Dimes annual Nurse of the Year awards were presented during a breakfast program at the Meydenbauer Center in Bellevue, Washington. Ninety-five nurses were nominated by their peers in 14 categories for their contributions to the nursing profession and to patient care.

We congratulate the following WSNA members recognized at the 2014 Nurse of the Year Awards.

Christopher Davis, St. Clare Hospital
RISING STAR
RNs who, within the first 18 months of practice, exemplify outstanding caring, leadership, and professionalism

Sarah Newport, Multicare Tacoma General Hospital
NEONATAL
Nurses in NICU and intermediate care units

Linda Latta, Seattle Children’s Hospital
DISTINGUISHED NURSE OF THE YEAR
RNs whose contributions and accomplishments have had an extraordinary influence within the nursing profession in Washington

We would also like to recognize the 50 WSNA members who were nominated by their peers for the 2014 March of Dimes Nurse of the Year Awards.

Adrienne Adams, St. Joseph Medical Center
Jessica Bailey, St. Clare Hospital
Stephanie Benitez, Seattle Children’s Hospital
Victoria Blunck, St. Joseph Medical Center
Angelo Bote, EvergreenHealth
Stephanie Bowdish, Seattle Children’s Hospital
Shay Raplee Braseth, St. Joseph Medical Center
Nicole Brunner, Seattle Children’s Hospital
Moriah Burke, St. Clare Hospital
Dawnette Burns, St. Clare Hospital
Shelly Caldejon, Virginia Mason Medical Center
Debra Campbell, Virginia Mason Medical Center
Linda Carmichael, St. Joseph Medical Center
Nicole Cesmat, Seattle Children’s Hospital
Severine Chardon, Seattle Children’s Hospital
Salina Clark, Seattle Children’s Hospital
Lori Cook, Northwest Hospital
Genna Doll, UW Medicine/University of Washington Medical Center
Elizabeth Dunn, Seattle Children’s Hospital
Lorri Elliott, UW Medicine/University of Washington Medical Center
Jessica Geiger, Seattle Children’s Hospital
Lori George, Seattle Children’s Hospital
Marina Guangoren, UW Medicine/University of Washington Medical Center
Jessica Guensser, Seattle Children’s Hospital
Mary Hansen, Virginia Mason Medical Center
Florinda Helwig, St. Joseph Medical Center
Amanda Jensen, Seattle Children’s Hospital
Sarah Johnson, St. Clare Hospital
Jamilie Kheriaty, Overlake Hospital Medical Center
Alexis Kilcup, St. Clare Hospital
Joseph LaFleur, EvergreenHealth
Dawna Land, Providence Sacred Heart Medical Center
Madeline Lauber, Northwest Hospital
Megan Lindley, UW Medicine/University of Washington Medical Center
Katie Lux, Seattle Children’s Hospital
Amanda Mackey, St. Clare Hospital
Katie Maletich, EvergreenHealth
Faye Mezengie, Providence Sacred Heart Medical Center
Aubrey Moss, St. Clare Hospital
Gilbert Pagulayan, Northwest Hospital
Jamie Peterson, UW Medicine/University of Washington Medical Center
Patti Rossie, Seattle Children’s Hospital
Katie Sands, Seattle Children’s Hospital
Bridgett Shippy, Seattle Children’s Hospital
Kathy Silvas, EvergreenHealth
Jennifer Steinke, UW Medicine/University of Washington Medical Center
Robin Tanner, EvergreenHealth
 Nobuko Uchiyama, UW Medicine/University of Washington Medical Center
 Virginia Van Velthuyzen, Overlake Hospital Medical Center
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Licensure Options for Retired Nurses

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

Are you considering retirement, or are you retired? Do you provide advice or volunteer in any capacity? Do you plan on keeping your nursing license? If you answered “yes” to any of these questions, you may want to consider the following.

When it comes to retirement, what do you do about your nursing license? What is your liability when you remain active as a nurse? According to the Washington Center for Nursing, the average age of registered nurses in Washington state in 2011 was 48.9, compared to a national average of 47. Trend data from the center shows an aging nursing workforce; the largest age group in the report is over 59 years old. (http://depts.washington.edu/uwrhrc/uploads/RN_Snapshot_2011.pdf). The trend continues that more nurses are retiring at a much higher rate than in years past.

Nurses often do not want to lose the designation RN when they retire, so in 2013, the Washington State Nursing Care Quality Assurance Commission (NCQAC) created two new designations of licensure to assist retirees. A retiree has two choices of licensure status: inactive or active retired.

Retired Inactive

Inactive status is for the nurse who will not be practicing. According to the new licensure designation, inactive status is well suited for a nurse who will not practice in Washington state for an extended period of time (for reasons such as taking an extended vacation or temporarily relocating to practice in another state), but wishes to remain in good standing with the nursing commission and keep a current license in Washington State. With an inactive license, you will not be to practice nursing in the state of Washington. When your renewal notice comes, mark it as inactive. (This option is not available through online renewal.) If your license has been in inactive status for less than three years, you may return to active status by entering into a compliance agreement which requires the completion of 177 practice hours and 15 continuing education hours (check out WSNA educational offerings for free CNE at www.wsna.org/cne) within the first year of returning to active status. After the first year back in active status, the NCQAC will conduct an audit to ensure all the requirements are met. After three years of inactive status, you must take a nursing commission-approved refresher course to return to active status. The annual fee for an inactive license is $61. The license must be renewed each year by the date of your birthday.

Retired Active

Active status is another option for those nurses who are no longer employed full time but wish to continue volunteering nursing service to their community for fewer than 91 days in a calendar year. You must complete 45 hours of continuing nursing education and at least 96 practice hours over a three-year period. An audit will be completed by the nursing commission to verify compliance. If you wish to return to active status, you will be required to complete 177 practice hours and 15 continuing education hours within the first year of returning to active status (source: Washington State Nursing Quality Assurance Commission).

If you plan to be active, carrying liability and malpractice insurance is still a must. Nurses Service Organization (NSO), the professional liability insurance provider of choice for WSNA members, recommends that all nurses who maintain an active license also maintain malpractice insurance coverage to protect their license and themselves—whether they are actively practicing nursing, retired, taking a leave of absence or between jobs.

A health care provider with a current license bears the responsibilities and risks that come with licensure. These include the potential for lawsuits or investigations by the NCQAC. Many nurses who are retired or not actively practicing continue to volunteer, provide advice to friends or neighbors, or otherwise use the skills and knowledge that they have acquired through their years of practice or licensure. Nurses don’t stop being nurses when they stops actively practicing and being paid for their services!
After 20 hours by plane via Seattle, Amsterdam and Entebbe, I arrived in Jinja, on the shores of Lake Victoria, near the source of the Nile River in Uganda. Accompanying me on the trip was my sister Phyllis Carr, a hospital chaplain from Dallas, Texas, and my son Rob Hing, a small business owner from Asheville, North Carolina. The purpose of our trip was to follow up on a promise I made to Karina Thomas Smith, a 2003 Lower Columbia College nursing program graduate who has been living in Uganda for 10 years. Many years before visiting Uganda, I had the opportunity to visit Kenya, Tanzania and Rwanda in 1991, before the genocide in Rwanda. My Uganda experience was different as I came to know the insider view of heath care and daily life in the islands.

Karina and Andy Smith started Shepard’s Heart International Ministry to serve the needs of people in the Buvuma Islands in Lake Victoria. The Ugandan government had recently asked the Smiths to reopen a clinic on Namiti Island and provide oversight to serve the health needs of the Namiti people. The Smiths are making a difference every day as they mentor Ugandan leaders in a variety of projects.

The islands are beautiful and primitive with lots of birds, wildlife and scenic vistas. There is also great poverty. Recently, the Ugandan military has assumed responsibility for work permits for non-government organizations (NGO) under the rationale that NGOs might be taking away jobs from Ugandans. I found that NGOs are creating jobs for Ugandans. “Don’t worry. You’ll get your work visa renewed because nobody wants to go the islands,” Andy was told.

Karina and other NGO nurses from the United States, Australia and South Africa are required to work a minimum number of hours in Ugandan hospitals to renew their Ugandan RN certificate. Karina’s primary work has been in clinic settings on a variety of islands, coordinating local needs with government-assigned medical workers, screening patients with a variety of chronic and emergency illnesses and accidents, making appropriate referrals and transporting patients to hospitals and other resources in Jinja. She is on duty 24x7 and speaks fluent Luganda, the main tribal dialect.

On the morning we arrived, a young girl on the island had been bitten by a cobra during the night after her arm slipped out from beneath the mosquito net covering her bed. Andy arranged to transport her in his boat, called the Jinja pharmacist who had the last vial of anti-venom and got the girl to the hospital. The young girl survived.
The Smith’s way of life and the life we came to know for a few weeks is basic and primitive. We lived under mosquito nets at night, washed with rain water and used pit latrines. Meals were eaten with locals and consisted of rice and beans, mixtures of millet and cassava, fresh fruits, fish and eggs. Water was purified through cost-effective chlorination, and electricity was generated by solar panels. Internet access was available intermittently though Andy’s cell phone. April and May are the end of the rainy season and beginning of fall. Winter comes June–August.

I found Ugandans to be friendly and eager for education. Health needs are great, including pregnancy care, HIV testing and preventative medications, immunizations, malaria prevention and treatment, dental care and treatment of malnutrition. The Smith’s 5-year-old son developed malaria while we were visiting. Fortunately, Karina had the diagnostic tools and medication to treat emergent cases, including her son. The government estimates the HIV rate on the islands to be 50%-90%. Life expectancy for Ugandans is in the early 50s. In 2009, there was outbreak of cholera which they sell for a small profit. The result was timely public health interventions to control the spread of the disease.

Karina found the child and was able to get him and his sister enrolled at a boarding school for the deaf in Jinja. He is now at the top of his class. His mother, who is illiterate, proudly showed us all of his school papers. His new name translates as “Overcomer.” We also experienced Jinja hospitals. They are subhuman. The experience left me wondering why President Yoweri Museveni (the eighth wealthiest African) is photographed riding around in electric cars while the average citizen who comes to a public hospital must endure dirt, a lack of sanitation, minimal care and overcrowding. I was told: “We have limited resources.” Two nurses per 100 patients. Management wants a gratuity from patients – even the Lions International Clinic was charging for supposedly free services – and a 10-year-old Lingira Island child with bilateral cataracts was still trying to get surgery even though she had paid fees four times only to be told each time that her appointment had been cancelled. Patients’ families are expected to provide food, supplies and monitor care in hospitals. And they wait and wait … as I was told by Ugandans, “TIA: This Is Africa.”

The average Ugandan seems to accept the corruption and bribery, sales of supposedly free medications and being told “We have run out of the drugs for your HIV.” At least we are no longer afraid of the military, as we were with Idi Amin and others,” one Ugandan said to me. “We know the president controls the election board, but there is nothing we can do.” As reported on www.capitalfm.co.ke on May 20, 2014, in Uganda: “The government of Uganda’s President Yoweri Museveni, already one of Africa’s longest-serving leaders, on Tuesday told the country’s opposition that it would have to wait until 2056 before it stood any chance of winning an election.”

Before leaving Jinja, we took time for some rest and relaxation with the Nile River Explorers company. My sister and I went in a supply/safety raft, accompanying 12 white-water rafters in two smaller rafts shooting Class 4 rapids on the Nile. Little did we know that it meant we also had to experience the Class 4s because we went down FIRST. At least, in the safety boat, we did not have to paddle. Our guide was a veterinarian but was unable to get a job in his field due to the high unemployment rate for the most professions. I am pleased to report that we survived white-water rafting.

Above: Mumbya Samson, director of Lake Victoria Clean Water and Sanitation Project
Left: Karina and son arriving on Namiti Island. We were always greeted by groups of children.
The Surprising Places Retirement Took Me

By Barbara E. Frye, BSN, RN

Sleeping late, walks on the beach, coffee with friends, travel, reading all day ... all the things that were on my mind when I retired almost five years ago. The fact is, I was not one of those people who could hardly wait to retire. I always loved my job at WSNA — the frantic pace, new challenges every day, travel to exotic places, involvement in nursing in an intense way that contributed to the profession. When I thought of retirement, I wondered how I would do, knowing I'd be living in a small coastal village of 700 people, and there would be a drastic change in the pace of life. After almost five years, I can report that this phase of life is rich and full of new experiences, and I'm doing great!

Before I stopped working full time, I made the decision that I wanted to focus on my health, which I had neglected for the last 20 years, as my first priority. Stress disappeared pretty quickly after stopping working. Exercise came as a result of months of physical therapy as I recovered from major back surgery. I actually enjoy exercising in the pool two to three times a week. A group of three or five of us go together, so it’s a fun social time with friends. I have an exercise bike in the corner of the living room that faces the ocean. Being pain free helps with exercise. Diet, I realize, is a life time project, but amazingly, I am learning to cook for the first time in my life and am enjoying it.

My worry about spending my time in a meaningful and satisfying way was unwarranted. I had decided to look around the community to see what I would be interested in being involved in before I made any commitments. While that thinking process was underway, my partner and I spearheaded a project to place a memorial bench in a little, undeveloped park at the end of our street as a memorial to our friend who had been a very active and loved member of the community. That meant securing permission from the city, raising funds and finding an artist to design the bench. That project merged into us joining the Yachats Trails Committee, which designed and actually did the work of making park-plantings, pathways, pulling weeds and hauling rock (all good exercise). That morphed into me being appointed to the Yachats Parks and Commons Commission, which, after a year, morphed again into being appointed to the City Council. The whole process was familiar and very similar to my WSNA experience—you know, negotiating team member, local unit officer, cabinet member, board member.

I discovered our community library. It is an independent library, funded by the city and run totally by volunteers. After a few hours training and a day actually working at the library, I was officially a Yachats volunteer librarian. The library is at the core of our village; it is used and loved by many Yachatians and visitors. I love being around books and meeting people, and it’s a great place to hear the low-down in town.

I had read about court appointed special advocates (CASA), years ago in Seattle, and was interested in the program, but knew that, with my irregular work schedule and the time requirements, it just wouldn’t be possible while I was working for WSNA. I didn’t realize that there are more than 900 CASA groups in the United States and one in every county in Oregon. The purpose of CASA is to ensure that all children in foster care have their own special advocate from the time they are taken into care up to when they are in their forever home. This is mandated by law in Oregon. Training is an intense 40 hours, followed by many hours of observing in juvenile court. Mostly, you learn as you go along with help from the CASA program director. Every case is different, of course, but the legal process is the same for all. There are more than 200 children in foster care in our little rural county, so the need for people to be CASAs is great. Working with kids who are often abused and terribly neglected with the case workers and staff from State Department of Human Services (DHS) system, attorneys and multiple other agencies is challenging, heartbreaking and so rewarding. CASAs are not employees of the DHS and are not bound by the same rules case workers are (we do not have to fear for our jobs if we rock the boat), and of course, we do not have the staggering caseload that case workers do. CASAs
can call meetings, subpoena records and witnesses and obtain medical and schools records which are needed to ensure the child is receiving needed services and is making progress. My first child was taken into care at a few weeks of age with multiple injuries, including more than a dozen fractures. He has been adopted by a loving, caring family after two years in the system. I was his CASA for that whole time. He had complex medical needs, and ongoing evaluation and monitoring of his health were critical. He was in several foster homes and had five or six different case workers during those two years. I was the consistent presence and constant advocate for him. There were dozens of hearings, evaluations, reports and reviews in which I participated as the voice for that child. The judges and attorneys and case workers with whom CASAs work are very grateful for and respectful of the work we do. They know there is no other person who is exclusively the child's advocate, and they rely on our input and suggestions.

I saw becoming a CASA as an opportunity to use the skills I have as a nurse to help a very vulnerable group of kids. Equally helpful are the skills I developed over the years as an advocate for nurses. Doing an assessment, gathering the facts about the case, requesting information, observing behaviors and making verbal and written recommendations to the court are skills every nurse has. The court room, while more formal, is very similar to an arbitration hearing. Those who have been local unit grievance officers or nurse reps have the perfect skill set to be a CASA. I was very surprised that I am the only nurse who is a CASA in this county. It’s a perfect role for nurses — think about it!

My work as a city councilor is amazingly familiar too. The process in city governance is very similar to local unit, Cabinet and Board meetings. The issues are different, of course. Learning about streets, sewer treatment facilities, water infrastructure, dog leash laws, taxes and business licensing, vacation rental house issues and a host of others has been fun and challenging. Reading state laws and city ordinances (laws the city makes) is similar to reading a collective bargaining agreement. An important part of our job is preparing for council meetings by reading reports from commissions, staff, citizens and other agencies. We provide opportunities for citizens to speak directly to the council at every meeting, so that councilors can hear directly from citizens about their concerns. Sound familiar? It happens that I am the only councilor who has a background in health care. Health care is a big issue in our community because the only health care we have is the local volunteer fire station. As a result, I have designated myself as the health care person on the council. That has resulted in being appointed the County Public Department Board and the Central Oregon Coast Network. Both of those groups are struggling with access and funding issues. Again, my experiences as a nurse, and in particular, my WSNA experiences are so valuable. I know and understand the issues and many of the solutions because of my work at WSNA. A challenging aspect of being an elected official is that you actually have to run for office and get elected. Not the most fun, but again, before I was staff at WSNA, I ran for and was elected to a number of ONA and WSNA offices at the local, state and national levels, so again — familiar territory.

Life in retirement so far has been fulfilling and energizing. Having time and energy to spend with friends and family is wonderful. Spending hours drinking coffee, reading the morning paper while watching the ocean is simply a blessing. Living in a place that fills my soul and renews my spirit with its beauty, with my partner of 34 years (actually my wife of three months!) is as good as it gets. All wonderful, but the reality is that I need to be involved in my community and involved in activities that help make the world a better place. I love the activities I’ve chosen to be involved with. Knowing I can stop whenever I want and do something different if I want feels very different than having a job. I’m being healthy, learning new things every day, meeting new people and contributing to my community. Life really is good!
# Recently Settled Contracts

## Wage Increase

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<thead>
<tr>
<th>Kindred Hospital - Northgate</th>
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<th>Kindred Hospital - Northgate</th>
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<tr>
<td>First full pay period after 11/11/14</td>
<td>First full pay period after 2/25/15</td>
<td>First full pay period after 8/25/15</td>
<td>First full pay period after 2/25/16</td>
<td>First full pay period after 8/25/16</td>
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<tr>
<td>.50%</td>
<td>.25%</td>
<td>.50%</td>
<td>.25%</td>
<td>.75%</td>
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- Added Step 31 at 2.3% above Step 28
- Preserved 15% premium in lieu of benefits for nurses hired on or before 8/24/2014
- Job openings to be posted for seven days rather than three days
- New language placing restrictions on the use of temporary nurses
- Improved discipline and discharge language

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<tr>
<th>Seattle / King County Public Health</th>
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<tbody>
<tr>
<td>2015</td>
<td>2% COLA</td>
<td>2016</td>
<td>2.25% COLA</td>
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</table>

- Opportunity for parity assessment and review
- Work on day off language enhancement: For 0.9 FTE nurses, overtime begins at hour 37 rather than hour 40.
- Effective Jan. 1, 2015, nurses at 0.9 FTE or above will be credited one additional day of PTO.
- Adjustments in premiums for team lead, shift differential, standby and holiday standby
- Increase in evening shift and night shift base rates of pay
- Low census cap of 48 hours per six-month period

## Other Changes/Gains

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<thead>
<tr>
<th>Kindred Hospital - Northgate</th>
<th>Seattle / King County Public Health</th>
<th>PeaceHealth United General Medical Center</th>
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<td></td>
<td></td>
<td>1st year</td>
<td>Assume PH St Joseph Bellingham wage scale</td>
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<tr>
<td></td>
<td></td>
<td>2nd year</td>
<td>2%</td>
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<tr>
<td></td>
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<td>3rd year</td>
<td>2%</td>
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<th>Providence Holy Family Hospital</th>
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<tr>
<td>1st year</td>
<td>2%</td>
<td>Signing bonus: Lump sum bonus of $600, prorated by FTE</td>
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<tr>
<td>2nd year</td>
<td>1.75%</td>
<td></td>
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<tr>
<td>3rd year</td>
<td>1.25%</td>
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- See contract for health insurance language changes
- Formal recognition of the ADO as a means to document unresolved staffing problems, requiring a response from the nurse manager and review of ADOs by the Senior Director of Nursing on a regular basis.
- Improved low census language
- Enhanced training for nurses transferring between clinical groupings as a result of layoff
- Enhanced orientation and training language

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<tr>
<th>Snohomish Health District</th>
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<tr>
<td>1st year</td>
<td>2%</td>
<td>Communicable disease on-call premium increased</td>
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<tr>
<td>2nd year</td>
<td>2%</td>
<td>No change in employer contribution rate for insurance</td>
</tr>
<tr>
<td>3rd year</td>
<td>2%</td>
<td>Improved on-call stipend</td>
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</table>

- Communicable disease on-call premium increased
- No change in employer contribution rate for insurance
- Improved on-call stipend
- Enhanced on-call assignment language
- Short-term emergency furlough language
- Maintain sick leave payout for currently employed nurses

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<tr>
<td>2.1% COLA</td>
<td>No changes in 2015 cost of dental plans to employee</td>
<td>No changes in 2015 cost of dental plans to employee</td>
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</table>

- No changes in 2015 cost of dental plans to employee
- Employer will continue to pay the entire cost of the Group Health Value Plan for employee only; the employer will pay the approximate 6% increase in insurance premium costs.

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<tr>
<th>Washington State Department of Veteran Affairs</th>
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<td>Washington Soldiers Home - Orting</td>
<td>Washington Veterans Home - Retiul</td>
<td>Spokane Veterans Home</td>
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<tr>
<td>1st year</td>
<td>3%</td>
<td>Improved language for supplemental shift premium</td>
</tr>
<tr>
<td>2nd year</td>
<td>1%</td>
<td>Maintenance of employer contribution to projected health care premiums</td>
</tr>
</tbody>
</table>

- Improved language for supplemental shift premium
- Maintenance of employer contribution to projected health care premiums
- Wellness plan incentive $125 annually
- More responsive language for employees with reasonable accommodation request
New Members

WHATCOM COUNTY

BROWN, LINDSAY
BRYAN, CHERYL
BURRECHEI, ANA
CALLAHAN, CHRISTINA
CARAM, MARIA
CARTER, GRACE
CERAOLO, MAXINE
CHARAF, STEPHANIE
CHERRY, MANU
CHI, KEUN YOUNG
CLAWSON, KENDRA
CONTI, JEFFERY
COBERT, SARA
CURRAN, KATHRYN
DELIKA, CARL, MICHAEL
DELMOR, CAITLYN
DETWILER, MARK
DOWNEY, SCOTT
DRAKE, CHERYL
DREESMANN, NATHAN
EDWARDS, YVETTE
ELLIS, SUE
ETHERIDGE, LEONIDA
FEIN, ERIN
FLEMING, SANDRA
FRANCIS, TEENA
GEHRETT, JENNIFER
GIFFORD, SHARON
GILDENHAR, KATHERINE
GIRLHEY, STEFANI
GRIFFITHS, MEGAN
GUSKIE, LESLIE
HAGERMAN, SCOTT
HEIB, KAI
HIGASHI-PONYETER, KIMIKO
HINOSTROZA, KRISTINA
HOANG, JENNIFER
HOLODNIY, ALEXANDRA
JARNAGH, MICHAEL
JOBE, AMA MAST
JOHNSON, LAUREL
KEELEY, ERIN
KESSLER, ELIZABETH
KLANDERUD, DANA
KRIBEL, MEREDITH
LANE, NICOLE
LARSEN, AUDREY
LAVALLEY, KARALYN
LAYCOCK, DEBORAH
LEACH, LISA
LEACH, PAULA
LEE, COURTNEY
LOGHIN, TABITA
LUDE, TAYLOR
MAGIN, KASSANDRA
MALLOON, JUDITH
MARTINEZ-ALEGRIA, LINDSEY
MARTA, HEATHER
MCFARNY, JONATHAN
MCCOY, MARIA
MCKEAN, KARI
MCKINSTRY, KATHRYN
MECK, RACHEL
MERS, TREvor
MECKS, ANDREW
MEHTA, NIKITA
MERKEL, KARI
MOONEY, JULIE
MOORE, FRANCIS
MORRAY, JAMIE
MULFLUR, KARA
MULLEN, GEORGE
MYLANDER, JARRETT
NELSON, CHRISTY
NEWELL, MARY
NIKODYM, JACQUELINE
ODOGO, PAMELA
ODONG, JESICA
OLSON, SAMANTHA
OSKOOI, KIANA
OSTERMAN, LYNDSEY
PACILO, LISA
PADILLA, NOEL ANGELO
PARKER, CHRISTINE
PERCOSKY, MICHELE
PETERS, LAURA
PETERS, ROSEMARY
PIERCE, SHAUNA
POLYSANSKI, ALLA
POTTO, JESSICA
QUINTET, KEVIN
RAMSEY, DIANNA
REINKE, LYNN
REUSSE, ROGER
ROGAAS-GOLDSTEIN, SHANNON
ROWE, ALEXIS
SAINE, OMER
SANSON, COLLEEN
SCHERER, JENNIFER
SHIN, JAEEKYUNG
SLOANE, KAREN
SNYDER, JANAE
SORMAN, EMILY
SPILLER, SARAH
STAVNITSKY, SHANNEN
SUN, MINGHI
SURBER, DAVID
SWAIM, SELENA
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THOMPSON, KATHERINE
THONGOULAY, AMIHAN
TIDWELL, CHRISTINA
TORO, JENNIE
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WHITE, JESSICA
WILLERS-BENNEDT, JENNIFER
WILSON, BRITANNI
YAP, KHO KHENG ANA
ZENTNER, MARIE

PIERCE COUNTY

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ANDERSON, JESSICA
ANDERSON, CRYSTAL
ANDERSON, TRACI
ASHLEY, DEBORAH
BACKUS, CHRISTINA
BAISLY, KRISTAL
BANDEL, LINDA
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BLANKENSHIP, CAMBREE
BOETTCHER, MICAH
BROWN, AMANDA
BYERS, CHRISTOPHER
CAHILL, MICHAEL
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ELSTON, ANGELA
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ESTRADA, DANIEL
FABIAN, LEOVIGILDA
FAULK, AMY
FLORES, MELISSA
FRISONE, KAYLIE
FUHUKARA, ELIZABETH
GARDNER, MANDIE
GEMMA, JANICE
GILBERTSON, TAMMY
GOLOVANOV, ALENA
GRANlund, MOLLY
GREEN, CHRISTOPHER
GRIEGG, JOANNE
HARLIN, ABIGAIL
HARRIS, TRACY
HARTLET, PAULA
HOYER, DEVON
JOHNSON, JANET
JONES, ARLO
KIAMCO, LUCRESIA
KIENOW, SUZANNE
KISEL, ERIKA
KOECHE, SARAH
KORRELL, CLAIRISSA
KUZON, TRACY
KWON, JENNY
LEAN, KIM
LEE, SOO
LINDEN, PHILIP
LINDQUIST, RODDY

MANNING, ROSEMARY
MARTEL, DEBRA
MARTINEZ, SHEILA
MCCGRADY, KATHRYN
MCMILLAN, KATHLEEN
MENDENHALL, ELIZABETH
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MONAGHAN, COLLEEN
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MWANGI, WINIFRED
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NAMALE, SHEILA
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NETTLES, MONICA
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NICOL, KIMBERLY
NJENGA, JOSEPH
NOGLER, ARISA
NYREN, SHARI
ODOH, THELMA
OGABI, GLORIA
ONWUMERE, VICTORIA
OZERUGA, YULIYA
PGANO, LISA
PALMER-GONZALEZ, DIANE
PALMER, NEIL
PARKER, KAYLIN
PETERSSEN, JILL
PEYTON, MELISSA
PICKENS, CENETRA
PRICE, KATHERINE
QUEVEDO-SPoon, CRISTETA
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RODGERS, KELLY
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SCHMittel, KELLEI
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SHERSTHA, DEEPA
SIMON, JAMES
SINGH, WASSAN
SISSON, STEPHANIE
SKALKEU, EMANUEL
SPRINGER, MELISSA
SSEMAKULA, ASYMIN
STAVREOVA, VALENTINA
THACH, NARY
THOMAS-ADAMS, KELLEY
TINDALL, ERICA
TINSLEY, MOLLY
TIREY, KRISTAL
TOMPKINS, LINDSAY
VITZKE, MEGAN
WALTER, ANDREA
WASHBURN, KATHRYN
WATKINS, JANIA
WEEKS, LAURA
WEINMAN, JILL
WERSMA, HEIDI
WILHELM, AMBER
YUE, PING

SPokane / ADAMS / LINCOLN / PEND Oreille COUNTIES

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ANABEL, LYNDEE
ARNESON, MARISA
BANEY, TARA
BARNHART, JESSICA
BIDDE, JACQUELINE
BIRCHER, JAMIE
BLAKE, NANCY
BRANDT-ERICHESEN, LAURA
BROUGHAM, KELLI
BURRITT, ERIEN
CALILUNG, HAZEL CINDY
CORNWELL, SARAH
CREED, KIMBERLY
DANIELS, JESSICA
DELONG, IRINA
DIAS, VICKI
EISEN, JAMES
ELLIS, CHRISTINE
FEILER, GENESSE
FINCH, ALEXANDRA
FREMGEN, ALAN
GATCHALIAN, RAUL
GILLEN, ANN
GONZALEZ, NICOLE
GOOD, CAMERON
HAAK, ASHLEY
HAAS, SHANNON
HALE, CYNTHIA
HANIGAN, HENRY
HANNA, KIMBERLY
HOLMAN-LANGSETH, RACHEL
HYUNH, BRENDAN
HYCHE, NICOLE
JADERQUIST, JAMA
JOHNSON, ERIN
JOHNSON, LEAH
JONES, KASEY
JULIUS, MEGAN
KAROL, MADELINE
KING, CHRISTOPHER
KISSLER, BRANDY
KNIGHTEN, BRIANNA
KONDRAZYN, MICA
KRAFT, ELIZABETH
KRUPP, KATHY
KRYZHANISVSKY, YURI
LAMBERT, BRITTANY
LANE, NICOLE
LANGE, BRANDI
LAYSON, LISA
LINDSEY, KIRK
LINK, CHRISTIANA
LOPACHUK, OKSANA
LOTT, ALECIA
LOUTHAN, RUFINA
MAGGIOCCA, MADISON
MAMO, CHALLA
MARTES, JANICE
MYFIELD, ASHLEY
MCFARLAND-SANDER, MELISSA
The new year brings change to membership dues rates!

The changes to membership dues rates for 2015 are now effective.

If you pay dues annually or by installment, you might have already noticed the change. The new rates were made active for invoices mailed in December 2014 for the annual renewal period of January - December 2015 and for the installment renewal period of January - April 2015.

If you pay dues via payroll deduction, you should have noticed the change to your dues rate in your January 2015 paycheck.

The new dues rates were also made effective for members who paid dues via electronic funds transfer (EFT) in January 2015.

If you are not sure what your dues rate should be, please feel free to review the membership application for 2015. The membership application is available on the WSNA Web site.

Please feel free to contact the Membership Department about any questions related to dues amounts or dues payment by phone at 206.575.7979, by fax at 206.838.3099 or by email at membership@wsna.org.

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 includes, but is not limited to: name, address or phone number change, FTE increase or decrease, leave of absence, medical leave, maternity leave, joining or leaving a bargaining unit. This change must be submitted in writing either by completing a Change of Information Card or sending an email to wsna@wsna.org.

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

Thelma Cleveland, PhD, RN
1932–2014

Thelma Lorraine Danielsen Cleveland passed away December 27, 2014, at Holy Family Hospital following a long illness. She was surrounded by her loving family and close friends. Dr. Thelma Cleveland was a visionary who helped ensure that nursing education in Washington state met the needs of our population and the needs of thousands of students. In 2014, WSNA was proud to induct her into our Hall of Fame, which recognizes nurses who have demonstrated excellence in the areas of patient care, leadership, education, public service, nurse advocacy, heroism, patient advocacy, or clinical practice and for achievements that have value to nursing beyond the inductee’s lifetime.

Thelma was born in Rockford, Illinois, April 25, 1932, to Daniel and Sarah Ellen (Witsman) Danielsen. She lived in Rockford, Illinois, during her childhood and graduated from Harlem High School in 1950. Her caring parents provided the opportunity for Thelma to attend the University of Illinois—Urbana and Presbyterian Hospital School of Nursing—Chicago where she obtained her B.S. in nursing and a nursing diploma in 1955, respectively. Thelma started her professional nursing career at Rockford Memorial Hospital, but soon traveled to the Pacific Northwest to obtain her masters of nursing from the School of Nursing at the University of Washington in Seattle, Washington (1958). She then continued her nursing career at Doctors Hospital in Seattle when met the love of her life, Murry DeWayne Cleveland. They were married on June 11, 1960 in Loves Park, Illinois (Rockford). The newlyweds spent their early years together in St. Petersburg, Florida, where Thelma started her journey into nursing and higher education at St. Peters burg Junior College as Nursing Instructor and Practicum Coordinator. The Pacific Northwest again called, and in 1963, Thelma became the Associate Director of Nursing Services and Director of Inservice Education at University Hospita l, University of Washington (UW). During her time at University Hospital she also was a Clinical Instructor and Clinical Assistant Professor for the School of Nursing at UW.

In late 1969, due to a unique teaching opportunity for Murry, the couple moved to Colville, Washington. The following year brought the birth of their son Aaron Murry. That was the time when Thelma began her long academic career at the Intercollegiate Center for Nursing Education (ICNE), Washington State University - Spokane. From 1970 to 1976, Thelma progressed from Assistant Professor to Associate Dean/Acting Dean and Associate Professor. Thelma and Murry also moved from Colville to Diamond Lake, Washington. Nursing higher education became her passion, the family moved to the greater Seattle area to enable Thelma time and opportunity to complete her doctoral work in education at the University of Washington (1981). After completing her doctoral work, Thelma returned to the ICNE in 1980 as Assistant Dean of Continuing Education. When the position of Dean of Nursing at ICNE opened in 1982, Thelma stepped into this leadership position and guided the Nursing School for 15 years until her retirement in 1997.

In addition to her professional career, Thelma was a member and participated in leadership roles in numerous professional nursing organizations, including the Washington State Board of Nursing, Washington State Nurses Association, Western Institute for Nursing, and the National Advisory Committee of the Colleagues in Caring Project for the Robert Wood Johnson Foundation. Likewise, she was very active in a number of community service organizations, including the United Way of Spokane County, Dominican Network / Health Care Services Board of Directors, Providence Health Care System Board of Directors, and Rotary International (Spokane Club 21).

Throughout the years, Thelma has been recognized for her hard work on behalf of nursing higher education and community leadership including the YWCA Outstanding Achievement Award in Health, Lifetime Achievement Award from the Inland Empire Nurses Association and the Washington State Nurses Association Hall of Fame. Her legacy in nursing education will continue through the Cleveland Visiting Scholar Program Endowment at the Intercollegiate College of Nursing (WSU) that annually introduces the Spokane healthcare community to leading scholars in the nursing profession.

Thelma is survived by her son Aaron, daughter-in-law Renee, grandchildren Samuel and Alexandra, and sisters Marie Medearis and Mary Ouimette. She was preceded in death by her parents and husband of 52 years, Murry.

Thelma will be greatly missed by her family and many friends and colleagues in the community. She was a true inspiration to leadership, kindness, and generosity. She will live on in the hearts of all who knew her and all those who benefited from her pioneering work in nursing education for the state of Washington. Her leadership has made our educational institutions better and helped open the doors of nursing education to more students. Her legacy has left us with more well-prepared nurses working today and a future in which our nursing education will continue to thrive and evolve to meet the needs of future students and our population.

Memorials may be made to the Cleveland Visiting Scholar Program Endowment at the WSU College of Nursing (ICN), 600 N. Riverpoint Blvd, Spokane, WA 99210.
King County Nurses Association

Continuing Education
Nurses and nursing students are invited to join KCNA for these great up-coming events. Register online at www.kcnurses.org.

KCNA District Meeting: Practical Self-Care Skills for Nurses
Saturday, February 21, 8:30 a.m.–Noon
Good Shepherd Center, Wallingford
Christine Prenovitz, MSW, E-RYT, stress management and behavior change coach, will focus on mindfulness as a stress reduction tool. Participants will 1) find ways to pause and recharge, thereby restoring inner resources in stressful times; and 2) practice breathing, gentle movement, relaxation and imagery; and 3) discuss meditation. Participants receive a certificate of completion that meets continuing competency requirements for license renewal in Washington. Register by February 17.

Update on Health Reform Implementation
Thursday, March 12, 5:30–8 p.m.
Good Shepherd Center, Wallingford
This informative session, presented by Sofia Aragon, JD, RN, Senior Governmental Affairs Advisor at WSNA, will include an overview and discussion of health reform implementation efforts in Washington state. Aragon will describe legislation proposed in 2015 that impacts health reform, and advocacy efforts proposed by the nursing community. Participants receive continuing nursing education contact hours. Register by March 10.

Scholarships
The KCNA Scholarship Program supports the future of nursing by helping deserving nursing students reach their professional goals. Scholarships are awarded to those in: basic nursing programs (earning an AD or BSN), RN-to-BSN students and those seeking advanced degrees in nursing or related areas. Awards are made based on academic performance and involvement in community, school and professional activities. Minority students are encouraged to apply. Applications are available online at www.kcnurses.org and are due by Monday, March 2.

Add a Shining Star to the KCNA Galaxy
We all know a nurse who excels in the profession. Perhaps she’s the one who always pitches in to help a colleague with a challenging patient. Or he’s the professor who inspires his students to exceed their limitations. Whatever the specifics, please tell us about the excellent nurse you know!

The KCNA Membership/PR Committee will select the greatest of the great, and recognize them with Shining Star awards at our spring banquet on May 7. Nominate a nurse today: www.kcnurses.org (click on Members > Nurse Awards). Nomination deadline is April 1.

Inland Empire Nurses Association

Message from the President
By Libby Zadora, RN

It is an honor and privilege to serve as your 2014–2015 Inland Empire Nurses Association President. It is my hope that we all become engaged to make this year a year of learning, sharing, and enjoying this incredible career of nursing that we have chosen. This is sometimes difficult in our busy lives, with our changing and sometimes challenging work environments.
February 24
Students and faculty from Bellevue College were among some 700 attendees at WSNA’s annual Nurse Legislative Day in Olympia.

March 20
WSNA President Susan E. Jacobson speaks as Janet Primomo is inducted to the WSNA Hall of Fame.

March 20
“RNs Care for Us” signs plastered the area on the day of a member appreciation barbecue in Vancouver — part of an aggressive and successful membership and contract negotiation campaign at Southwest Washington Medical Center.

March 20
2014 Hall of Fame inductee Thelma Cleveland with Patricia Butterfield and Judy Huntington.

June 7
Several hundred nurses from WSNA and SEIU 1199NW joined together at a safe staffing summit in SeaTac.

August 22
Nurses and community members rallied weekly at Auburn Public Health during the successful campaign to save several clinics in the region.

September 29
WSNA Nurse Representatives Travis Elmore and Ed Zercher (above) and local unit leaders from Virginia Mason Medical Center (right) at the E&GW Leadership Conference in Chelan.

August 25
Nurses took to the streets during an informational picket at Holy Family Hospital in Spokane.
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.

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Continuing Competency Record Keeper Kit

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