His cape is invisible. His power is not.

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

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Washington State Nurses Association
575 Andover Park West, Suite 101, Seattle, WA 98188
206.575.7979 • 206.575.1908 fax
wsna@wsna.org • www.wsna.org

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The information in this newsmagazine is for the benefit of WSNA members. WSNA is a multipurpose, multifaceted organization. The Washington Nurse provides a forum for members of all specialties and interests to express their opinions. Opinions expressed in the magazine are the responsibility of the authors and do not necessarily reflect the opinions of the officers or membership of WSNA, unless so stated. Copyright 2014, WSNA. No part of this publication may be reproduced without permission.

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CONTRIBUTOR GUIDELINES

WSNA welcomes the submission of manuscripts and artwork. Please contact Lillie Cridland by email at icridland@wsna.org with submissions, article ideas or further questions. It is not the policy of WSNA to pay for articles or artwork.

ARTICLE SUBMISSION DEADLINES

Spring __________________________ February 15
Summer __________________________ May 15
Fall ______________________________ August 15
Winter ____________________________ November 15

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Executive Editor ______________________ Judith A. Huntington
Editor ______________________________ Lillie Cridland
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**SPOTLIGHT EVENTS**

- Washington State Nurses Convention
  - April 22-24, 2015 / Tulalip, WA
- E&GW Leadership Conference
  - September 27-29, 2015 / 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...

- AFT Nurses and Health Professional Program and Policy Council meetings
- AFT State Federation Presidents Conference calls
- 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 Executive Enterprise Conference
- ANA Quality Conference
- ANA Nursing Practice Network conference calls
- ANA Western State Presidents and EDs (WEX) meeting
- ARNPs United of Washington State
- ARNP Coalition
- Bellevue College Nursing Advisory Board
- Children's Alliance
- Clark Community College Allied Advisory Board
- Collaborative on a Healthy Environment (CHE-WA)
- Comprehensive Health Education Foundation
- Department of Health (DOH) Foundational Public Health Services Policy Workgroup
- DOH Healthcare Associated Infections Advisory Committee
- DOH Midwifery Advisory Committee
- Department of Labor and Industries (L&I) rule-making on hazardous drug exposure
- L&I Safe Patient Handling Steering Committee
- Equity in Education Coalition
- Federal Basic Health Option legislative advisory committee
- Healthcare Personnel Shortage Task Force
- Health Care Access Coalition (to maintain access to medications)
- Health Care Without Harm
- Health Coalition for Children and Youth
- Health Pact Forum
- Healthy Washington Coalition to Healthy Washington Steering Committee
- Joint Task Force on Education Funding (Legislative Task Force)
- National Academy for State Health Policy
- National Association of County & City Health Officials
- National Federation of Nurses (NFN) National Executive Board meetings & National Advisory Board meetings
- North Seattle Community College Technical Advisory Board
- Nursing Care Quality Assurance Commission Meetings (NCQAC)
- Nursing Students of Washington State (NSWS) Board Meetings
- Prevention Alliance
- Public Health Roundtable
- Racial Equity Team
- Rebuilding Our Economic Future Coalition
- Renton Center of Health and Occupational Health Education Labor Advisory Board
- Renton Technical College Allied Health Advisory Board
- School Nurse Organization of Washington State
- Shoreline Community College Nursing Advisory Committee
- South Seattle Community College Technical Advisory Board
- Toxic Free Legacy Coalition
- United Labor Lobby
- University of Washington Continuing Nursing Education Advisory Committee
- Washington Alliance for Gun Responsibility
- Washington Alliance for School Health Care
- Washington Center for Nursing (WCN) Board Meetings
- Washington Chapter of Physicians for Social Responsibility
- Washington Health Care Association
- Washington Health Care Authority
- Washington Patient Safety Coalition Steering Committee
- Washington Regional Action Coalition (WNAC) Steering Committee and Leadership Group
- Washington State Board of Community and Technical Colleges
- Washington State Labor Council (WSLC) Executive Board Meeting
- WSLC Legislative Reception & Legislative Conference
- WSLC Legislative Labor Caucus
- WSLC Political Committee
- Washington State Public Health Association Board meeting
- Washington Toxics Coalition
This issue is packed with information about the upcoming Washington State Nurses Convention: proposed resolutions, biennial reports, candidate statements, and more. You may be asking yourself, “If I’m not going to the Convention, why does this all matter to me?” Convention is a great, fun, educational event that I would really encourage you to consider attending, if not this year, then in 2017. However, the power of Convention is not in the sessions or speakers (though these are always very informative). The power is in all of us and the way that WSNA is structured. Every two years we have the opportunity to bring our concerns, ideas and passion to WSNA as the organization develops priorities and plans for the next two years. During Convention, dialogue sessions and the WSNA business sessions are designed to give you a voice in WSNA decisions and bring new ideas forward for discussion.

Your ability to help shape the future of WSNA is not just limited to Convention. That’s why this issue of the magazine matters for every WSNA member. The biennial reports give you an update on what’s happening in different areas of WSNA’s work. This includes the elected boards and committees that make decisions or advise WSNA on a regular basis. Why does this matter? Because you get to choose who serves on these boards and committees! The biennial reports will tell you what each board and committee has been up to and then you get to go read the candidate statements and decide who will best represent you and your interests as a nurse.

By reading up on what’s going on in WSNA, you might find an issue that you’re particularly passionate about and want to get involved with. Or maybe there’s a priority or issue that you think is missing. As the state’s only professional association and union, WSNA is tasked with representing the interests of over 16,000 registered nurses. It only works if you speak up and let us know what you think. As your elected President, part of my job is to keep asking you for feedback and keep seeking out new opinions. The same is true of WSNA staff, across all departments. We are responsive to the needs and interests of WSNA members. Your job is to help us do that — pick up the phone, send an email, attend Convention, vote in the upcoming WSNA elections, and stay informed about what’s going on with WSNA.

Lastly, on a personal note, I want to thank everybody who has made my tenure as WSNA President such a rewarding and invigorating experience. I have deeply enjoyed getting to know and work with so many intelligent, passionate, and fun nurses, both here in Washington and across the country. Most of all, I have been inspired to see that across settings, across specialties, across geographical locations, we are all deeply driven by our love for this profession and the desire to ensure that every patient in Washington receives the excellent nursing care they need and deserve.

Over the next few months, WSNA will take these core values and distill them into tangible goals and actions. Don’t miss the opportunity to be a part of this process! Engagement does require your time and thoughtfulness, but I have never doubted that I get more out of my participation than I give. The motivation, energy and resilience that keep me moving forward, even in the face of setbacks, comes from the knowledge that we are doing meaningful and necessary work advocating for nurses and patients in Washington. As President, this work has been challenging but also incredibly rewarding. Most importantly, I have the knowledge that I never stand alone. With WSNA, you are always part of a team and part of a movement of 16,000 dedicated registered nurses. That is a powerful, uniting force. Make sure you’re a part of it!
LIVE EVENTS

MAY 2015

Psychopharmacology for Primary Care; Acute Care Ed; May 15, 2015, 8:00 am - 4:30 pm; Red Cross Ballroom, Ft. Vancouver National Historic Site, Vancouver, WA; Fee: $199; Contact Hours: 6.5

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

JUNE 2015

The Art of Healing; Acute Care Ed; June 9, 2015, 8:00 am - 4:30 pm; Red Cross Ballroom, Ft. Vancouver National Historic Site, Vancouver, WA; Fee: $199; Contact Hours: 6.0

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

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

JULY 2015

Legal and Ethical Issues in Prescribing; Acute Care Ed; July 17, 2015, 8:00 am - 12:00 pm; Red Cross Ballroom, Ft. Vancouver National Historic Site, Vancouver, WA; Fee: $179; Contact Hours: 3.5

AUGUST 2015

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

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

OCTOBER 2015

Suicide Assessment and Prevention; Acute Care Ed; October 9, 2015, 8:00 am - 4:30 pm; Red Cross Ballroom, Ft. Vancouver National Historic Site, Vancouver, WA; Fee: $199; Contact Hours: 6.5

ONLINE EDUCATION

Alpha-1 Antitrypsin Deficiency and Augmentation Therapy-Prolastin C; Contact Hours: 3.0; Fee: None; Contact: www.alphaone.org or call 877.228.7321

Alpha-1 Antitrypsin Deficiency and Augmentation Therapy-Zemaira; Contact Hours: 3.0; Fee: None; Contact: www.alphaone.org or call 877.228.7321

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

Diabetes Update; Contact Hours: 7; Fee: $150

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

Hepatitis Case Studies – Hepatitis A; Contact Hours: 1.5; Free to view

Hepatitis Case Studies – Hepatitis B; Contact Hours: 7.0; Free to view

Hepatitis Case Studies – Hepatitis C; Contact Hours: 4.0; Free to view

Hepatitis C - Special; Contact Hours: 7.5; Free to view

HIV - HIV/AIDS Implications for Nurses; Contact Hours: 9.0; Fee: $95

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

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

Medical Spanish for Hospital Nurses; Contact Hours: 25

Medical Spanish for Office Nurses; Contact Hours: 25

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

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

Pharmacy – Women’s Health Drug Therapy; Contact Hours: 5.8; Fee: $150

Question, Persuade, Refer: Suicide Assessment Training for Nurses; Contact Hours 7.0; Fee: $193; Contact: Carrie Holliday at WSU College of Nursing cholliday@wsu.edu

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

CONTACTS

University of Washington School of Nursing
Continuing Nursing Education
Box 359440
Seattle, WA 98195
206.543.1047
cne@uw.edu
www.uwcnr.org

MedicalSpanish.com
Katheryn C. Fox, BSN, RN
KatieFoxRN@gmail.com
www.medicalspanish.com

Soaring Dragon
victoria.leo.reiki@gmail.com
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Jumping Into the Legislative Process at WSNA Nurse Legislative Day

By Sara Wilson
WSU-Yakima College of Nursing BSN student
and President of the Associated Intercollegiate Nursing Students organization

Nurse Legislative Day was an amazing experience! I enjoyed learning about the whole process of how a bill becomes a law, how to talk to the legislators, and how to advocate for change. It’s awe-inspiring to stand on the capitol steps and know that you are there not as a tourist, but as a real part of the legislative process. It was incredible to be a part of it and not just learning about it in a class.

We got to meet with other nurses from our legislative district and plan out what health policy bills we were going to advocate for to our legislators. My district also left information packets with our legislators, which gave them information on all the health policy bills. Our time with the legislators was short so leaving information packets ensured that the legislators got all the information.

The legislators from my district were personable and amicable. They listened without being dismissive and agreed to read through the bills. We couldn’t meet with one of our legislators because of our time constraints but his aide was happy to take the information and pass it along. This representative has been on the health committee before and will be again next session, so he has been keeping up-to-date on the health care issues. The feeling was positive that we would likely have a legislative advocate for health care issues.

Meeting the legislators was a surreal and memorable experience. It was an honor to have the governor speak to us. He spoke to his policy changes relating to environment and education, which he led back to health care. The governor spoke of cleaning up the toxins in the environment which would keep our children healthy. If our children could be healthy, have food (at home and at school) then they could focus on their schoolwork which equates to success in the classroom. That’s a brief synopsis of what the governor talked about and how I perceived what he was trying to say. It was a good speech and I’m glad that I got to hear him speak.

I am so grateful for the opportunity to have had this experience. Being a part of advocating for health policy is just another way to continue to help people and better their health, which is why I wanted to become a nurse. Thank you to the WSNA and WSU for providing this remarkable opportunity!
NURSE LEGISLATIVE DAY

February 9, 2015  Olympia, Washington
1. Governor Jay Inslee delivers a keynote address during the morning sessions
2. Susan E. Jacobson, Jayson Dick (center, back row) and several nursing students visit Rep. Gina McCabe (Goldendale)
3. WSU School of Nursing students with Rep. Brad Klippert (Kennewick)
4. Heather Stephen-Selby accompanies students on a visit to Rep. Laurie Jinkins (Tacoma)
5. (From left) House Majority Leader Pat Sullivan, Sofia Aragon, Lynn Nelson, Susan E. Jacobson, Ed Zercher, Lynnette Vehrs, Ashley Fedan, Speaker of the House Frank Chopp and Nancy Lawton
6. Debi Bessmer (third from right) and Stasia Warren (far right) accompany Spokane area students on a visit with Rep. Marcus Riccelli
7. Annie Neil, with students from the Vancouver area, visits Rep. Jim Moeller
8. Alex Dunne with Sen. Steve Hobbs
9. WSNA President Susan E. Jacobson, Governor Jay Inslee and WSNA Executive Director Judy Huntington
Refresh, Revitalize, and Reconnect

At the Washington State Nurses Convention, 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.
Recognizing the Exceptional

At the 2015 WSNA Awards reception on Thursday, April 23, 2015, we will honor the outstanding achievements of several of our nursing colleagues and community partners.

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

WSNA RECOGNITION AWARDS

Honorary Recognition
Dawn Morrell, BSN, RN, CCRN
In recognition of her life-long commitment and tireless work on behalf of registered nurses and the profession and her distinguished service to WSNA and ANA.

Marguerite Cobb Public Health Community Health Nurse
Christina Enriquez, BSN, RN
Recognizing significant contributions to the field of public or community health nursing.

Joanna Boatman Staff Nurse Leadership
Julia Weinberg, BSN, RN
In recognition of her leadership and significant contributions to the economic and general welfare of nurses and nursing.

ANA Honorary Membership Recognition
Susan E. Jacobson, RN, CCRN
In recognition of her distinguished service and leadership to WSNA and ANA and her role as a tireless advocate for registered nurses and the profession.

Community Partner
Linda Tieman, RN, MN, FACHE, Executive Director, Washington Center for Nursing
In recognition of significant contributions to advancing the role of nurses as advocates and health care providers for the citizens of Washington State.

PROFESSIONAL NURSING & HEALTH CARE COUNCIL RECOGNITION AWARDS

Best Practice
Kiko Van Zandt, BSN, RN, CRRN
Presented to an individual to recognize best practice in the daily care of patients / clients.

Nurse Leadership & Management
Jan Iverson, MSN, RN
Presented to an individual to recognize excellence in nursing leadership and management.

Educator
Renee Hoeksel, PhD, RN
Presented to an individual to recognize excellence in nursing education.

Ethics & Human Rights
Kathy Lewis, BSN, MPA
Presented to an individual to recognize excellence in ethics and human rights.

Research
Anne Hirsch, PhD, ARNP, FAAN
Recognizing excellence in nursing research that addresses practice issues.

10 REASONS YOU’LL WANT TO BE AT THE CONVENTION

A full year’s required continuing education
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
Dialogue Sessions for Long-term Care, Retired Nurses, School Nurses, Licenced Practical Nurses and Advanced Practice Nurses
WSNA business meeting
Yoga-based Stress Management

WSNA GENERAL ASSEMBLY BUSINESS MEETING, NOMINATIONS, RESOLUTIONS & BYLAWS

The General Assembly meeting, Thursday, April 23rd, will address items of important business for the membership, including proposed bylaws amendments, proposed resolutions and final nominations for elected offices.

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

Jumpstart Someone's Career

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

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

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

For more information, contact Darlene Delgado at the WSNF / WSNA office by telephone at 206.575.7979, extension 3030, or send an email to ddelgado@wsna.org.
Call for WSNA Council / Committee Appointments

The WSNA Nominations / Search Committee will be meeting this summer to prepare recommendations for appointments to the WSNA Councils and Committees. Appointments are for two years, beginning September 1, 2015 through August 31, 2017.

The recommendations prepared by the WSNA Nominations / Search Committee will go to the WSNA Board of Directors at its August 2015 meeting, at which time the Board will make the appointments to the WSNA Councils and Committees. If you or your colleagues are interested in serving on any of these Councils or Committees, you can access the WSNA “Consent to Serve” form at the WSNA website at www.wsna.org. Download the form, complete it, and mail it to WSNA to be received no later than July 1, 2015. If you have any questions, please email Darlene Delgado at WSNA at ddelgado@wsna.org or call her at 206.575.7979, ext 3030.

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

- **Professional Nursing & Health Care Council**
  4 appointments

- **Legislative & Health Policy Council**
  3 appointments

- **WSNA Bylaws / Resolutions Committee**
  At least 3 and not more than 7 appointments

- **WSNA Nominations / Search Committee**
  2 appointments

- **WSNA Finance Committee**
  At least 3 appointments and not more than 7, including the WSNA Secretary / Treasurer, Vice President, and 1 Board Member.

- **Occupational & Environmental Health & Safety Committee**
  1 member each from Board of Directors, Cabinet on Economic & General Welfare, Legislative & Health Policy Council, Professional Nursing & Health Care Council, and 2 at-large.

- **Disaster & Emergency Preparedness Committee**
  7 appointments

- **CEARP Committee**
  6 appointments

- **PAC Board of Trustees**
  11 Trustees. Every effort shall be made to appoint trustees to represent each congressional district and 1 representative of the state at-large.

- **WSNF Board of Trustees**
  Not less than 5 nor more than 9, a majority of whom shall be members of the WSNA Board of Directors at time of election.
WSNA ELECTIONS
Slate of Candidates

The WSNA and E&GW Nominations / Search Committees wish to thank all those who submitted consent-to-serve forms for elective office and to remind others that it is still not too late to become a candidate. Members who want to self-declare their candidacy for an elected office may still do so by submitting a Consent to Serve form prior to the General Assembly meeting on April 23, 2015. Consent forms are available at www.wsna.org or after the conclusion of the WSNA Convention.

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

WSNA 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
- Jeaux Rinehart – Dist. 2, Seattle

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

WSNA Nominations/Search Committee (4)
- Sally Herman – Dist. 16, Mt. Vernon
- Susan E. Jacobson – Dist. 6, Yakima
- Julia Weinberg – Dist. 16, Bow
- Rosa Young – Dist. 2, Seattle

Cabinet on Economic & General Welfare (10)

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

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

Secretary/Treasurer (1)
- Marcie 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)
- Judi 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
- Pam Pasquale – Dist. 7, Wenatchee

Administration (1)
- Sally Watkins – Dist. 3, Gig Harbor

At-Large (1)
- Vee Sutherlin – Dist. 4, Nine Mile Falls
- Bonnie B. Sandahl 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 Bowlden – Dist. 3, University Place
- Kim Ward – Dist. 4, Spokane

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

ANA Membership Assembly 2015-2017

Two representatives, one of whom 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
- Muriel Softli – Dist. 2, Seattle
- Julia Weinberg – Dist. 16, Bow
- Anne Whitley – Dist. 6, Yakima
- Rosa Young – Dist. 2, Seattle

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

Delegates to 2017 NFN National Federation Assembly (6)

- Marty Avey – Dist. 4, Spokane
- Julia Barcott – Dist. 6, Yakima
- Martha Goodall – Dist. 4, Spokane
- Judi 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. 18, Ellensburg
- Annie Neil – Dist. 11, Vancouver
- Julia Weinberg – Dist. 16, Bow
- Ann Whitley – Dist. 6, Yakima
Candidate Profiles

BOARD OF DIRECTORS

President (1 POSITION)

Jan Bussert, BSN, RN
District 2, Vashon

Education: Diploma, St. Elizabeth School of Nursing; Baccalaureate, Bachelor of Science in Nursing, Gonzaga University. Present Position: Retired. Previous Positions: WSNA Nurse Organizer; Harborview Medical Center, Psychiatry; St. Elizabeth Hospital, Critical Care, PACU; Yakima Heart Center, Cardiac Rehab, Out-Patient Cardiovascular Nursing; Vashon Health Center, Out-Patient Primary Care. Past Offices: First Vice President, Washington State Nurses Association (1979–1983); First Vice President, Washington State Nurses Association (1993–1997); President, Washington State Nurses Association (1997–2001); Member, American Nurses Association Board of Directors; Treasurer, American Nurses Association. Honors, Awards, Service: ANA Honorary Recognition Award; WSNA Leadership Award.

CANDIDATE STATEMENT:
I would be honored to serve as your WSNA President over the next Biennium. I believe my long history of serving in leadership positions within WSNA and ANA, as well as my recent experience on WSNA staff, have given me a unique and well-grounded perspective to bring to this role.

I know the issues. I know the organization. I have seen the successes we have had in the past when Nurses come together for a common purpose. My role, as I see it, would be to engage those Nurses in our work and to lead those Nurses to speak with one voice at any table where we can make a difference.

I believe our Patient Safety Initiative is of the highest priority. I know we will continue to build on the successes we have had in the past and make the changes needed to bring us to our preferred future. I am committed to be a part of this work. I have the time. I have the energy. I have the heart.

I would appreciate your support.

Timothy R. Davis, RN, MSN, CCRN
District 16, Mount Vernon

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

CANDIDATE STATEMENT:
I bring 29 years of diverse nursing experience; currently working in a 48 bed Critical Care Unit. I have participated in difficult negotiations to ensure that nurses receive fair compensation and the ability to provide the best care for their patients. I have spent time spent in Olympia, advocating and testifying for the interests of nurses and their patients; working to provide the resources and continued education allowing nurses to understand and self-advocate for themselves and their patients. WSNA is the catalyst that has helped me help other. I have the experience and knowledge to lead.

Nurses continue to face many challenges; a changing work environment and payment system; increased and continued workplace violence & bullying; salary disconnect between workers & administrators; responding to emerging diseases & issues to name a few. As your President, I will serve you in addressing these issues.

Please vote Tim R. Davis for President!
Vice President (1 POSITION)

Jennifer Graves, MS, RN
District 2, Seattle

Education: Baccalaureate, Bachelor of Science in Nursing, University of Portland; Master of Science, University of Portland; Certificate in Human Resources Management, University of Washington. Present Position: Chief Executive and Nurse Executive, Swedish Medical Center/Ballard and Interim Chief Executive, Swedish/Edmonds. Past Offices: Vice President, Washington State Nurses Association; Chair, WSNA Convention Planning Committee; Vice President, Washington State Nurses Foundation. Past Offices: Director-at-Large, WSNA Board of Directors; Co-Chair, WSNA Convention Planning Committee; Member, Continuing Education Approval and Recognition Program (CEARP) Committee; President, King County Nurses Association; Vice President, King County Nurses Association; Member-at-Large, King County Nurses Association Board of Directors. Honors, Awards, Service: ANA; WSNA; KCNA, Sigma Theta Tau International; American Organization of Nurse Executives; NW Organization of Nurse Executives; WSNA Honorary Recognition Award for Nursing Leadership & Management (2013); Board of Trustees for CRISTA Ministries; Board of Directors for Ballard Chamber of Commerce.

CANDIDATE STATEMENT:

I remain very grateful that we have a strong professional association in Washington State that is inclusive of nurses in all roles and in all settings. My commitment, should I be re-elected as your Vice President, is to bring an informed and representative perspective to forums regarding current issues facing our nurses, but also to discussions where WSNA is establishing our vision and strategies for ensuring a vibrant future.

I truly believe that the coming years will be ripe with opportunities to advance our profession, and would be honored to have your vote of support to further the work of WSNA.

Secretary/Treasurer (1 POSITION)

Judy A. Turner, RN
District 3, Port Orchard

Education: Associate Degree in Nursing, Olympic College. Present Position: Retired. Past Positions: Staff Nurse, MultiCare Health Systems. Present Offices: Secretary/Treasurer, Washington State Nurses Association (2013–2015); Member, WSNA Finance Committee, Member, WSNA Executive Board. Past Offices: Member, WSNA Board of Directors; Member, Cabinet on Economic and General Welfare; Member, WSNA Finance Committee; Member, WSNA Nominations/Search Committee; ANA House of Delegates, Representative to the Constituent Member Collective Bargaining Program; Treasurer, Pierce County Nurses Association; Executive Director, Pierce County Nurses Association; Negotiation Team Member, Tacoma General Local Unit; Chair, Tacoma General Local Unit; Co-Chair, Tacoma General Local Unit; Treasurer, Tacoma General Local Unit.

CANDIDATE STATEMENT:

Although I am retired, I am still a nurse, a professional and intend to remain a WSNA member. I am willing to continue on in my current position as Secretary/Treasurer.

Director-at-Large (3 POSITIONS)

Sue Glass, MS, RN
District 4, Spokane


CANDIDATE STATEMENT:

I have been on the Board of Directors since 2013. I would like to continue supporting the organization in this manner, and help ensure our ongoing successes. WSNA has had lean times in the past but with careful stewardship we have been very strong for a number of years now. Other State Nurses Associations look to us as a model for success.

If re-elected I will continue to work to protect nurses’ uninterrupted rest breaks, safe work environments, and funding for public health. Thank you for your support!

Helen Kuebel, MSN, RN
District 10, Ridgefield


CANDIDATE STATEMENT:

As an active RN for many years, I have observed local, state, national and international nursing deeds. We nurses who have several years of nursing experience have an opportunity to share expertise and to learn from newly licensed nurses. We must have events and organizations such as WSNA to meet, greet and share knowledge, skills, and abilities.
Kathy Ormsby, MSN, ARNP, FNP
District 4, Spokane

**Education:** Washington State University College of Nursing, MSN, FNP. **Present Position:** ARNP for Providence Pediatric Associates of Spokane, Faculty – WSN College of Nursing. **Past Offices:** Chair, Cabinet on Economic & General Welfare (2011-2014); Vice-Chair, Cabinet on Economic & General Welfare (2009-2011); Member, Cabinet on Economic & General Welfare (2007-2009); Member, WSN Board of Directors (2011-2014); Board Member National Federation of Nurses: Director and Advisory (2011-2014). **Honors, Awards, Service:** Staff Nurse Excellence Award – Sacred Heart Medical Center (2014); Sigma Theta Tau Nursing Honor Society (2012); American Academy of Nurse Practitioners; Nurse Practitioners United; Nurse Practitioner Group of Spokane; ANA Member; WSNA Member.

**CANDIDATE STATEMENT:**
I have been a nurse for over 27 years with many if these years practicing as and RN-C in the PICU. Presently, I am working in Primary Pediatrics as an ARNP, but I have worked both in primary care and Specialty Practice in Pediatric Nephrology as an ARNP. I am currently faculty at WSU College of Nursing, where I am teaching Senior Nursing Students (BSN) in Pediatric Clinicals. I have the depth and breadth of nursing practice from recent staff nursing to advance practice nursing to nursing education. I feel I can speak to nursing practice in all of these practice settings and can represent a broad scope of nursing practice issues to enrich discussion and direction of our organization as a Director at Large on the Board of WSNA.

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Jeaux Rinehart, RN
District 2, Seattle

**Education:** Associate Degree, Riverside City College. **Present Position:** Medical Center Administrator, Group Health Cooperative. **Present Offices:** Chair, Professional Nursing and Health Care Council (2011-2015); Member, WSN Convention Planning Committee (2011-2015). **Past Offices:** Chair, WSNA Hearing Panel (2008); Chair, WSN Disaster and Emergency Preparedness Committee (2008-2011); Chair, Virginia Mason Medical Center Local Unit (2005-2010). **Honors, Awards, Service:** Sigma Thea Tau; Golden Key Award Society; Member of American College of Health Care Executives; Member of Emergency Nurses Association.

**CANDIDATE STATEMENT:**
The erosion of nursing must be addressed at the local level and the congressional level. As registered nurse positions are being converted to assistive personnel and lower levels of practice, we must take hold of our profession and stand united for all nurses in all areas of practice. If we as nurses do not band together and take hold of our profession, those who are not nurses will. We must keep the value of the registered nurse at the forefront of health care.

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Director-at-Large – Staff Nurse (2 POSITIONS)

Evelyn Street, RN, CNOR
District 3, Olympia

**Education:** Associate Degree, Tacoma Community College. **Present Position:** Staff Nurse, Capital Medical Center. **Past Offices:** Director-at-Large – Staff Nurse, WSN Board of Directors; Trustee, Washington State Nurses Foundation. **Past Offices:** Member, Cabinet on Economic and General Welfare; Local Unit Co-Chair, President, Pierce County Nurses Association; ANA Delegate. **Honors, Awards, Service:** Outstanding Local Unit Co-Chair from St. Clare Hospital; Member AORN.

**CANDIDATE STATEMENT:**
I have been an active member of WSNA for many years. Being a part of an organization that affects positive change for the Nursing Community is an accomplishment I am proud to be a part of.

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Ann M. Whitley, BSN, RN, CCRN-CSC
District 6, Yakima

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

**CANDIDATE STATEMENT:**
WSNA leads the nurses of this state to both professional growth and individual improvement. My time on the Board of Directors has been a great honor for me. I wish to continue serving the RN's of this state as a member of the Cabinet on Economic and General Welfare. Many changes have happened on the labor scene, with many more to come. Standing shoulder to shoulder with my professional colleagues as we address those changes will be my way of giving back. Please consider me for this position.
**WSNA NOMINATIONS & SEARCH COMMITTEE (4 POSITIONS)**

**Sally Herman, RN**  
District 16, Mount Vernon

**Education:** Lancaster General Hospital School of Nursing.  
**Present Position:** Retired.  
**Present Offices:** President, District 16; Member, WSNA Bylaws/Resolutions Committee; Trustee, Washington State Nurses Foundation.  
**Past Offices:** Member, Cabinet on Economic & General Welfare; Director, WSNA Board of Directors; Trustee, Washington State Nurses Foundation; Secretary, District 16.  
**Honor, Awards, Service:** WSNA Honorary Recognition Award, RN Candidate (2007); Marguerite Cobb Public Health Community Health Nurse Award (2005).

**CANDIDATE STATEMENT:**
I consider it an honor as well as a great opportunity to be involved with the areas within our association where I can be of service. WSNA has grown with great measure and I keep the door open so as to be able to be available to meet the needs of WSNA and our excellent staff members and participation of this great and spectacular team of professionals.

**Susan E. Jacobson, RN, CCRN**  
District 6, Yakima

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

**Julia Weinberg, BSN, RN**  
District 16, Bow

**Education:** Associate Degree in Nursing, Everett Community College; Bach-caleurate, American Sentinel University.  
**Present Position:** Staff Nurse, PACU, Skagit Valley Hospital.  
**Present Offices:** Member, WSNA Nominating / Search Committee (2013-2015); Member, National Federation of Nurses Board of Directors (2013-2017); Membership Officer, Skagit Regional Hospital Local Unit; Member, District 16 Nurses Association Board (2013-to present).  
**Past Offices:** President, WSNA (2009–2013); Vice Chair, Cabinet on Economic & General Welfare (2007–2009); Trustee, WSNA Political Action Committee; Co–Chair, Skagit Valley Hospital Local Unit.  
**Honor, Awards, Service:** March of Dimes Distinguished Nurse of the Year Award (2012); WSNA Local Unit Outstanding Negotiating Team Award; WSNA Local Unit Outstanding Chairperson Award; Joanna Boatman Staff Nurse Leadership Award; WSNA Cabinet Internal Organizing Award.

**CANDIDATE STATEMENT:**
Having been involved in WSNA and serving in many elected and appointed positions – worked with many across the state – it is very important for serving in this position to look for our WSNA membership or full ticket to choose from for elected position who will best represent and serve the membership an our nursing profession.

**Rosa Young, MSN, RN, MPA**  
District 2, Seattle

**Education:** Baccalaureate and Masters, Seattle University; Non-nursing degree, Masters in Public Administration, Seattle University.  
**Present Position:** Retired from VA Puget Sound Health Care System; Seasonal employment (administer flu vaccines and participate in health fairs) with Seattle Visiting Nurses Association and Screen Point on an on-call/per diem basis.  
**Honor, Awards, Service:** Sigma Theta Tau; Retired Lt. Col. in United States Air Forces Reserve; Retired nurse from VAPSHCS after 33 years of service. Membership in WSNA, KCNA, MMPNO, Health and Wellness Ministry at First AME Church. Volunteer for health African American Reach and Teach Health (AARTF) Ministry fairs and other committees.

**CANDIDATE STATEMENT:**
I am excited about the possibility of being selected as a member on WSNA Nominations/Search Committee; and if elected will serve for a two-year term for the time frame of 2015 to 2017. I anticipate complete satisfaction in this role and will exceed committee expectation. My qualification and my diverse work experience for the VA and the Armed Forces bring a unique perspective to this committee, and I believe provide a perfect foundation to tackle the issues faced by the Nominations/Search Committee member. I am drawn by the challenges, possibilities, and growth that come with this opportunity.

I am a fair and genuine individual, work well with others in the solutions of mutual problems, with a strong moral character; respect the opinions, abilities and contributions of others, and display an outgoing personality.
E&GW NOMINATING AND SEARCH COMMITTEE (2 POSITIONS)

Judi Lyons, RN
District 18, Ellensburg

Education: ADN, Yakima Valley College. Present Position: Surgical Services, Kittitas Valley Healthcare. Present Offices: WSNA Nomination and Search Committee (2013–2015). Past Offices: President, WSNA; Vice President, WSNA; President, District 18; Secretary, Kittitas Valley Healthcare Local Unit.

CANDIDATE STATEMENT:
Getting involved in the organization at all levels has benefited me both personally and professionally. I feel my energy and enthusiasm will benefit the organization, my local unit and my district as well as ANA and NFN.

Peggy Slider, BSN, MSN, RN
District 4, Spokane

Education: Baccalaureate, Eastern Washington University/Intercollegiate College of Nursing Ed.; Masters, Regis University. Present Position: Public Health Nurse at Spokane Regional Health District. Present Offices: E&GW Nominating / Search Committee 2013–2015; Co-Chair, Spokane Regional Health District Local Unit. Past Offices: Chair, Spokane Regional Health District Local Unit; Board of Directors, Inland Empire Nurses Association; Member, Cabinet on Economic & General Welfare. Honors, Awards, Service: PNHCC Best Practice Award (2009); WSNA Local Unit Outstanding Negotiation Team Award.

CANDIDATE STATEMENT:
It has been a pleasure to serve nurses of WSNA for many years. I look forward to serving on the E&GW Nominating / Search Committee.

CABINET ON ECONOMIC & GENERAL WELFARE

Chair (1 POSITION)

Julia Barcott, RN
District 6, Yakima

Education: Associate Degree in Nursing, Yakima Valley Community College; Baccalaureate in Music Education from Central Washington University. Present Position: Perdiem RN with Sunnyside Community Hospital and Perdiem at Kittitas Valley Healthcare. Present Offices: Chair, Cabinet on Economic and General Welfare (2014–present); WSNA Board of Directors, 2014; Member of PCC Healthcare AFT; Member of the National Advisory Board of the NFN. Past Offices: Vice Chair, Cabinet on Economic and General Welfare (2011–2014); Local Unit Co-Chair at Yakima Regional Medical Center for last 3 Terms; Member, Yakima Regional Negotiation Team for last 4 negotiation cycles; Member, Safe Staffing Committee, Yakima Regional Hospital (2010–2014). Honors, Awards, Service: WSNA E&GW Rising Star Award; WSNA Local Unit Adversity Award; Dial-Inf. Control Scholarship; Member of WSNA, ANA, NFN and AFT

CANDIDATE STATEMENT:
Empowerment and Involvement. Nurses are the most respected profession. We need to get our members involved and move our efforts to get all members and non-members educated and empowered. We Can Change The World if we all work together.

Vice Chair (1 POSITION)

Jane Hill-Littlejohn, RN
District 2, Shoreline

Education: Baccalaureate in Nursing, Seattle University. Present Position: Rapid Response Staff Nurse, Virginia Mason Medical Center. Present Offices: Member, Cabinet on Economic & General Welfare (2011–present); Chair, Virginia Mason Medical Center Local Unit (2013–present). Past Offices: Chair, Virginia Mason Medical Center Local Unit (2007–2013); Negotiation Team member, Virginia Mason Medical Center (multiple contract cycles). Honors, Awards, Service: WSNA Local Unit Outstanding Negotiation Team Award (2008); Member of WSNA, AACN, KCNA, NFN, AFT

CANDIDATE STATEMENT:
WSNA is a great organization which support personal and professional growth in the art of nursing. I have served two terms as a member of the Cabinet on Economic & General Welfare and have learned many things along my journey. Some of these pieces of knowledge include: 1.) Never allow fear to hold you back; 2.) Change yourself and you change others; and 3.) Nurture the leader within you; nurture the leader next to you.

It would be an honor to serve once more on the Cabinet as Vice Chair to continue to encourage other nurses to be educated about their profession on a local, state and national level.
I have truly enjoyed myself – getting to know how the committee is involved with nurses and other professionals. I plan to continue to learn and get involved more with the legislative part of WSNA. We need a voice.

CANDIDATE STATEMENT:

I am a long term supporter of nurses and WSNA. I believe in change from within – making changes to improve the role and support of nurses.

CANDIDATE STATEMENT:

Please consider me for a position of Member on the Cabinet on Economic & General Welfare. I have attended the State AFL/CIO Convention, Nurse Legislative Day and the E&GW Leadership Conference through WSNA. All of these have helped me grow to understand the nursing economic concerns of Washington State. I have a leadership position through WSNA in my Local Unit and am also the Precinct Chair for the Legislative District 6 for the Democratic Party.

Please consider me for a position of Member on the Cabinet on Economic & General Welfare. I have always been a strong Union Supporter, but have become more active in the past 2 years. I am fully committed to being a strong voice for nurses and patient safety. I am ready to serve in a bigger capacity to support the issues that WSNA is an advocate of. I believe I have a great deal to offer and am willing to step-up and speak-up, and participate in the decision making process that support changes in support of nurses.

I am a dedicated RN with 31 years of comprehensive clinical experience. My career has been mostly in the Critical Care area. I have been a member of WSNA since January 2009 and a past member of SEIU and the California Nursing Association. I have always been a strong Union Supporter, but have become more active in the past 2 years. I am fully committed to being a strong voice for nurses and patient safety. I am ready to serve in a bigger capacity to support the issues that WSNA is an advocate of. I believe I have a great deal to offer and am willing to step-up and speak-up, and participate in the decision making process that support changes in support of nurses.

I am a fully committed WSNA member/ local unit officer, ready and willing to serve in a more involved capacity. My extensive experience in nursing and my dedication as a nurse, patient advocate have prepared me to be successful if elected.

CANDIDATE STATEMENT:

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I am a fully committed WSNA member/ local unit officer, ready and willing to serve in a more involved capacity. My extensive experience in nursing and my dedication as a nurse, patient advocate have prepared me to be successful if elected.
Clarise Mahler, BSN, RN  
District 2, Duvall  

**Education:** Baccalaureate, Humboldt State University, California. **Present Position:** Critical Care Staff Nurse, EvergreenHealth. **Present Offices:** Co-Chair, Local Unit Conference Committee. **Honors, Awards, Service:** 2013 WSNA Outstanding Negotiation Team Award; AACN.  

**CANDIDATE STATEMENT:**  
I have time, energy and desire to help WSNA and nurses, especially hospital bedside nurse to promote and empower our profession. I would like to help WSNA in any way I can to help us all be a cohesive empowered profession. I have been a bedside nurse for 29 years in oncology, then critical care. I have passion and love for our profession and am willing to help.

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Catherine Powers, BSN, RN, CCRN  
District 2, Edmonds  

**Education:** Baccalaureate, Seattle University. **Present Position:** Staff Nurse, Critical Care, Northwest Hospital Medical Center. **Present Offices:** Member, Cabinet on Economic & General Welfare; Chair, Northwest Hospital Medical Center Local Unit. **Past Offices:** Local Unit Co-Chair (2007–2010). **Honors, Awards, Service:** Daisy Award Nominee; Membership in WSNA, AFT, FN, ANA, AACN, CCRN, KCNA, MTS–AACN; Safe Staffing Committee – Critical Care.  

**CANDIDATE STATEMENT:**  
I would be honored to represent the registered nurses in the State of Washington on the Cabinet on Economic and General Welfare. It is essential that our collective voices for all aspects of nursing are heard, in order to provide the quality of care deserved by all those for whom we care.

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Cheri Rae Wilcox, RN  
District 10, Longview  

**Education:** Associate Degree, Lower Columbia College; Associate Degree, Green River Community College. **Present Position:** Staff Nurse, Emergency Dept., PeaceHealth St. John’s Medical Center. **Present Offices:** Grievance Officer, PeaceHealth St. John’s Medical Center Local Unit. **Honors, Awards, Service:** 4 Dove Awards for Patient Care of Excellence; Member of ENA and ANA; Volunteer coordinator at St. Rose Catholic School; Volunteer for CASA.  

**CANDIDATE STATEMENT:**  
I have been a member of WSNA since 1997 in good standing. I have served as a Local Unit Officer for the last 9 years. I am here to serve and be a Strong leader for WSNA.

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PROFESSIONAL NURSING & HEALTH CARE COUNCIL  

**Chair** (1 POSITION)  

Louanne Hausemann, ADN, BSN, MA, RN  
District 4, Spokane  

**Education:** Associate Degree, Central Texas College, Killeen, TX; Baccalaureate, Incarnate Word College, San Antonio, TX; Masters in Public Administration, Midwestern State University, Wichita Falls, TX. **Present Position:** GI Nurse Coordinator at Mann-Grandstaff VA Medical Center. **Present Offices:** Member, Professional Nursing and Health Care Council (2013–2015 and 2011–2013). **Past Offices:** Director at Large, Inland Empire Nurses Association (2008–2009); Secretary, Inland Empire Nurses Association (2009–2011); President, Inland Empire Nurses Association (2011–2012); Vice President, Inland Empire Nurses Association (2013–2014). **Honors, Awards, Service:** Member of ANA, Inland Empire Nurses Association, AACN, and Society of GI Nurses (SGNA).  

**CANDIDATE STATEMENT:**  
I have been a member of the Professional Nursing and Healthcare Council for two terms. It has been a most rewarding membership. I have learned so much from my colleagues during this time. I was humbled to be asked to consider running for Chair position. I believe this particular council to be most challenging in its diverse membership as well as the diverse topics it covers – it focuses the leadership role that WSNA holds not only in Washington, but in nursing in the United States. The potential of nurses in the state of Washington is unlimited. It is up to us as a profession to accept the challenge and take our place in forging the future of healthcare in Washington.

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Pam Pasquale, MN, RN, BC  
District 7, Wenatchee  


**CANDIDATE STATEMENT:**  
Changes in healthcare continue to occur so fast that it’s hard to digest the full ramifications for patients. Our citizens and for RN’s. For WSNA to continue as a leader in all practice issues, the nursing and Health Care Council needs to be flexible with knowledgeable leaders to put the priorities decided by you into action. Our biggest responsibility is to monitor the roles and responsibilities of newly created health...
care workers and how they impact nursing practice and safety. What direction is public health and school nursing going to go? Maintaining ARNP scope of practice guidelines.

In addition how do we expand the association in other directions by reaching out to nurses in the many practice areas. Some familiar, like home health and long term care, and some upcoming, such as care specialists to monitor patients at risk of readmission.

I bring a unique resume of different career experiences: Home health, Nursing and Nurse Delegation in community based settings, Teaching RNs and CANs, working in Long Term care, and as an independent business owner. This combined 8 years of practice committee work has provided a different perspective on some of the issues that have been considered by the Council. And, with our transition to a new staff director, continuity will be important to assure that the priorities of the members are addressed. I am ready to move into a new leadership role as Chair of the Nursing and Health Care Council.

Administration (1 POSITION)

Sally Watkins, PhD, RN
District 3, Gig Harbor

Education: Baccalaureate in Nursing, University of Texas System School of Nursing; Masters, University of Utah College of Nursing; Doctorate of Philosophy, The Union Institute & University. Present Position: Administrative Director Clinical Resource Management, Franciscan Health System; Clinical Faculty Member, School of Nursing, University of Washington - Tacoma; Affiliate Clinical Faculty Member, Pacific Lutheran University School of Nursing. Past Positions: Assistant Executive Director Nursing Practice, Education and Research, WSNA. Present Offices: Nursing Care Quality Assurance Commission, Pro-tem Member. Past Offices: Nursing Care and Quality Assurance Commission Nursing Practice Advisor Group Member; Washington Nursing Action Coalition, Chair; American Nurses Association, Elected Member of Congress on Nursing Practice; Northwest Organization of Nurse Executives, Past President; Chair Pierce-Kitsap Area Council, Education Commission Chair; American Organization of Nurse Executives, Member of Professional Practice Policy Committee. Honors, Awards, Service: American Society of Association Executives; Utah Nurses’ Association, President; Safety & Health Investment Project grant recipient in partnership with Washington State University.

CANDIDATE STATEMENT:
I am interested in continued involvement with WSNA. Nursing Practice continues to evolve and our practice challenges become more complex. As said before, we live in interesting times. I believe nursing will continue to be THE profession of most influence as we continue to address the health care needs of our communities, our nation and globally. I am very excited to continue to be involved professionally.

At-Large (1 POSITION)

Bonnie B. Sandahl Todd, MSN, RN
District 9, Lynnwood

Education: Masters, University of Washington. Present Position: School Nurse, Seattle Public School District. Present Offices: Member, Professional Nursing and Health Care Council. Honors, Awards, Service: ANA Honorary Nursing Award; King County Nurses Association Nurse of the Year Award.

CANDIDATE STATEMENT:
Health care policy was and is my passion. I would like to continue to contribute to the dialogue.

Verlee Vee Sutherlin, BSN, MSN, Med
District 4, Nine Mile Falls

Education: Diploma, Deaconess Hospital School of Nursing; Baccalaureate, Whitworth College; Masters: MEd, Gonzaga University; MSN, University of Portland. Present Position: Staff Nurse, Pediatrics After Hours, Sacred Heart Medical Center. Present Offices: WSNA Board of Directors - At Large Position; WSNA Finance Committee; WSNF Secretary/Treasurer. Past Offices: Member, WSNA Board of Directors, Secretary/Treasurer, Washington State Nurses Association; Member, WSNA Finance Committee; Trustee, Washington State Nurses Foundation; Treasurer, District Board of Directors. Honors, Awards, Service: Inland Empire Nurses Association Outstanding Nurse of the Year

CANDIDATE STATEMENT:
I am a candidate for a Member-at-Large position on the WSNA Professional Nursing and Health Care Council (PNHCC) and would appreciate your vote. It has been my privilege and responsibility to serve as a member of the WSNA Board of Directors and a member of the WSNA Finance Committee. I am proud of the work our Board has done over the past two years during a time when there have been many changes in the labor and health care environment. My background as a staff nurse, nurse educator and administrator, provides me with the skills to participate in professional nursing issues that will sustain the future stability of WSNA in Washington as well as nationally. I hope you will support me in my desire to continue representing you as a member of the PNHCC as a Member At-Large. Thank you for your vote.
**Education (1 POSITION)**

**Antwinett O. Lee, MSN, RN**  
District 2, Lynnwood  
**Education:** Masters, Seattle University. **Present Offices:** Member, Professional Nursing and Health Care Council. **Honors, Awards, Service:** Commendation for Excellence in Nursing – KCNA; KCNA Shining Star; STTI, MMPNO, KCNA, WSNA.

**CANDIDATE STATEMENT:**
Maya Angelou stated, “As a nurse, we have the opportunity to heal the heart, mind and soul and body of our patients, their families and ourselves. They may not remember your name, but they will never forget the way you made them feel.” I want to serve on the Professional Nursing and Health Care Council, so that I can make a difference in Washington State for nurses.

**Ethics & Human Rights (1 POSITION)**

**Muriel Softii, BSN, MSN, RN**  
District 2, Seattle  
**Education:** Diploma, Sacramento City College; Associate Degree, Sacramento City College; Bachelor’s Degree, University of Washington; Masters, University of Washington. **Present Position:** Retired. **Past Positions:** School Nurse, Seattle Public Schools. **Honors, Awards, Service:** WSNA Hall of Fame (2000).

**CANDIDATE STATEMENT:**
I am looking forward to continuing my involvement in WSNA through participation in the Professional Nursing and Health Care Council. As a retired nurse, attending these committee meetings provides me with the latest information on nursing trends, legislative updates and for discussing nursing issues and giving my input into these important nursing discussions. No amount of reading/research on my own can educate me in the way WSNA provides me opportunities for staying knowledgeable through participation in WSNA’s committees, convention, webinars, and lobbying.

**Research (1 POSITION)**

**Anne Hirsh, PhD, ARNP**  
District 2, Seattle  
**Education:** Baccalaureate, University of Washington; Masters, University of Washington; Doctorate, Indiana University. **Present Position:** Associate Dean for Graduate Education, Seattle University College of Nursing. **Honors, Awards, Service:** Member of WSNA since 1974–1983 and 2011 to present; Fellow, American Association Nurse Practitioners; Outstanding Service Award, Empire Health Foundation; Member of Sigma Theta Tau; Public Health Service Corps Volunteer; Health Care for the Homeless; Ronald McDonald House; Group Health Foundation; Washington Center for Nursing Board of Directors.

**CANDIDATE STATEMENT:**
As a nurse educator and nurse researcher, I am positioned well to contribute in a meaningful way to the work and mission of WSNA. My previous involvement on a variety of governing boards, as well as my work as a member of the Washington State Common Measure Set for Health Care Quality and Cost Committee will serve me well in defining best practices, quality measures and the role of professional nursing.

**Practice (1 POSITION)**

**Renata Bowlden, BSN, RN**  
District 3, University Place  
**Education:** Baccalaureate in Nursing, University of Washington; Enrolled in Master’s Program through University of Phoenix. **Present Position:** Staff Nurse in the BirthCenter, MultiCare Tacoma General (1993 to present). **Honors, Awards, Service:** Certifications – Inpatient OB and Fetal Monitoring.

**Kim Ward, MA, BSN, RN**  
District 4, Spokane  
**Education:** Baccalaureate, Montana State University; Masters – Communication & Leadership, Gonzaga University. **Present Position:** Chief Nurse Executive, St. Luke’s Rehabilitation Institute. **Present Offices:** Member, Inland Empire Nurses Association Board of Directors (2008–2010). **Honors, Awards, Service:** Northwest Organization of Nurse Executives; Women’s & Children’s Free Restaurant – Board Member; Go Red for Women – Board Member.

**CANDIDATE STATEMENT:**
I have enjoyed being part of the Professional Nursing and Healthcare Council and look forward to continuing to work on the important issues that will be our focus in 2015 and beyond. I have particular interest in focusing on nursing workforce issues, scope of practice/encroachment/new roles, and erosion of public health nursing. Throughout my 30 year nursing and leadership career, I have had the unbelievable privilege to work with nurses across many health care settings including acute, ambulatory, and now rehab. I am always amazed at the level of skill, competence and expertise nurses bring no matter what environment they are in, and the importance of their role to the patients they care for. I want to be a part of elevating the role of the nurse across the continuum of care and am committed firmly in equating the highly valued nurse with successful healthcare organizations.
LEGISLATIVE & HEALTH POLICY COUNCIL

Chair (1 POSITION)

Lynnette Vehrs, BSN, MN, RN
District 4, Spokane

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

CANDIDATE STATEMENT:
I am a strong advocate for our nurses and the public. It is through active participation in WSNA that promotes our profession and the health and safety of our clients. I bring energy, enthusiasm and experience to our profession. I would appreciate your vote.

At-Large (3 POSITIONS)

Justin Gill BSN, RN
District 1, Blaine

Education: Associate Degree in Nursing, Whatcom Community College; Baccalaureate, University of Washington, School of Nursing; Currently completing Masters Degree from Georgetown University to be completed in May 2015. Present Position: Clinic RN – Family Practice at PeaceHealth Medical Group. Present Offices: Member at Large, Legislative and Health Policy Council. Past Offices: Vice President, Nursing Students of Washington State. Honors, Awards, Service: ANA Advocacy Award (2014).

CANDIDATE STATEMENT:
I truly believe that nurses are a visible and powerful force that have the potential to transform the trajectory of healthcare. Nurses Carry public trust and respect, which should be leveraged to enhance nursing workforce conditions and patient safety. I feel that my passion for advocacy and past experiences prepare me well to serve a consecutive term on the Legislative and health Policy Council in order to assist in the advancement of nursing issues statewide and at the local level.

Lynn Nelson, MSN, RN
District 13, Olympia


CANDIDATE STATEMENT:
I have served as the Administrator for Health and Student Support at Capital Area Educational Service District 113, in Tumwater, Washington, since 2002, where I supervise and support school nurses in 5 counties: Thurston, Mason, Grays Harbor, Pacific and Lewis. I believe that providing quality service for children and families must include an intentional focus on equity in both the health and education arenas. My professional interests focus on health care policy, and I am currently Legislative Chair for the School Nurse Organization of Washington. I became an RN in 1985 and graduated with my BSN from Saint Martin’s University in 1988. I received my MSN in Leadership and Health Care Policy from Saint Martin’s University in 1998 and am a Nationally Certified School Nurse with more than 15 years of experience in school health. I am a member of the Washington State Nurses Association, the Washington Association of School Administrators, the National Association of School Nurses, and the American School Health Association. I am honored this year to have been chosen Washington State School Nurse Administrator of the Year by the School Nurse Organization of Washington. I live in Olympia and have a large blended family who keep me centered. I spend my free time hanging out with my kids, reading, gardening, cooking, and traveling whenever I can.

Bobbi Woodward, BSN, MSN, RN
District 4, Spokane


CANDIDATE STATEMENT:
I enjoy being involved in the Legislative policy process and if elected, serving the nurses of Washington State by advocating for professional and public health issues.
Vision, Mission & Goals

PURPOSES
The Purposes of the Washington State Nurses Association shall be:
• To work for the improvement of health standards and the availability of health care service for all people.
• To foster high standards of nursing.
• To stimulate and promote the professional development of nurses and advance their economic and general welfare.
These purposes shall be unrestricted by considerations of age, color, creed, disability, gender, health status, life style, nationality, race, religion or sexual orientation.

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

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

GOALS
• Nurses in Washington State will be informed on issues and trends that affect their professional practice.
• The Washington State Nurses Association will lead the profession wherever decisions are made affecting nursing and health care.
• The Washington State Nurses Association will anticipate and respond to the changing needs of the profession and nurses.
• The Washington State Nurses Association will maintain and strengthen nursing’s role in client advocacy for consumer safety and quality health care.
• The Washington State Nurses Association will be responsive to the cultural diversity needs of its members and to the consumers of health care.
• The Washington State Nurses Association will promote the professional development and advance the economic and general welfare of all nurses.
2013-2015 Issues & Priorities

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

**TARGET FOR MEMBER INVOLVEMENT**
- Statewide Organizing
- Strengthen Local Units (Minimum 75% in all Local Units)
- Leadership Development Conference
- Unity Activities

**MECHANISMS TO ADDRESS ISSUES**
- Contract Language
- Develop & Strengthen Local Unit Structure
- Local Unit Leadership Council and Regional Councils
- Develop Relationships with Labor Community
- Grievance / Arbitration / Litigation
- AFT Organizing Model

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**BOARD OF DIRECTORS**
- Membership Campaign
- Financial Stability & Growth
- Enhance Engagement & Direct Communication with Members
- Association Operations Effectiveness
- Develop New External Relationships
- Strengthen Districts and Regionalization Efforts
- Visibility / Nursing Image Campaign
- Implementation of Future of Nursing Recommendations
- Enhance Relationships with ANA, NFN & AFT

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**LEGISLATIVE & HEALTH POLICY COUNCIL**
- Nursing Shortage
- Target Funding for Nursing Faculty & Education Programs
- ACA & Health Reform Implementation
- Funding for Health Safety Net Programs
- Economic Value of Nurses
- Patient Safety & Quality Improvement in Health Care
- Fatigue
- Health & Safety
- Safe Staffing
- Collective Bargaining, Free Speech Rights & Right to Work

**TARGET FOR MEMBER INVOLVEMENT**
- Expanding Political Grassroots Network
- Nurse Legislative Day
- Legislative Advocacy Camp

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

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

**TARGET FOR MEMBER INVOLVEMENT**
- Build Relationships with Schools of Nursing, NSWS, and Other Groups of Nurses
- Professional Development / Continuing Education

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

During the WSNA General Assembly and Roundtable Dialogue Sessions at the 2013 Washington State Nurses Convention, WSNA members provided direction on priorities and policies for the next two years of work. The WSNA Board of Directors has used this feedback and the “2013-2015 Issues & Priorities” document developed from these discussions to guide our work in the past biennium. It has been an incredibly exciting time to serve as WSNA President. We are all starting to see some of the positive effects of health care reform, with an increasing number of people now insured and accessing care. As these changes are taking place, WSNA is striving to ensure that nurses are guiding the process and ensuring that patient safety comes first in our health care system.

As the only professional association for registered nurses in Washington, we are the voice for the interests of all 85,000+ nurses in Washington. This responsibility was made abundantly clear to me when WSNA was one of the first resources and experts that nurses, the media, and the public turned to when uncertainty and fear about Ebola emerged. On issues ranging from public health to Ebola to workplace violence to flu vaccinations to the state budget and more, when the media needs experts, WSNA has been able to provide clear and helpful information to the public.

While we continue to be the most trusted profession, many of us are now fighting even harder to have a voice at the bedside. Many of our hospitals have affiliated or merged with other facilities, leaving nurses and the community wondering where decisions are being made. More than ever, having a strong voice for nurses is essential. When decisions about bedside care are being made hundreds or even thousands of miles away, we need to be united and strong in our advocacy. WSNA has taken on this challenge by finding new ways to amplify our voices and ensure that nurses’ expertise and skills are being respected and valued:

- At our PeaceHealth facilities, WSNA has worked to strengthen the solidarity among nurses from different facilities, making them a bigger, stronger force to deal with. This includes working with partners in Oregon and Alaska who are also dealing with challenges at PeaceHealth facilities.
- On issues like staffing and patient safety, we have increased our communication and engagement with the public using petitions, billboards, Facebook, and other methods. We’re not waiting until negotiations to talk about staffing. Increasingly, we are looking for opportunities to bring up staffing with the community, to speak at hospital board meetings, and to engage the media when appropriate.
- To save public health clinics in King County, WSNA worked with nurses to ensure that testimony was provided at countless city and county council meetings on the needs of public health clients and benefits to the community. Nurses’ efforts to mobilize the community and engage city government officials was incredibly successful, with the end result being that every single clinic slated for closure remained open.

This work is all in addition to the ongoing representation and advocacy for nurses that has always been a hallmark of WSNA. Through grievances, arbitrations and unfair labor practices, we continue to hold employers accountable to the law and the contracts with their nurses. Advocacy Camp and Nurse Legislative Day continue to bring hundreds of nurses and nursing students to Olympia for a hands-on education in the legislative process. I am still learning new things each time I go to the E&GW Leadership Conference, and I have been quite a few times now.

These types of activities are only made possible by an engaged membership. In the past two years, WSNA has deployed new organizing tactics that are successfully growing our membership and increasing engagement of existing members. Our growth has been continuous, an especially impressive accomplishment given the trends in union membership and attacks on labor happening across the country. This growth is a testament to the values that we represent together and the value that we bring to each other. Every day, whether we’re doing it consciously or not, each of us is acting as an ambassador for WSNA to our colleagues or friends (who may not be members yet). I know that the growth of WSNA is due, in no small part, to the example we set together as professional, thoughtful, compassionate, and dedicated nurses.

We are building more and stronger relationships with other nursing groups, the community, other unions representing registered nurses, within the labor community, and among coalitions working on health and workplace issues. These relationships make all of us stronger. In particular, our relationship with AFT has deepened. A little over two years ago, we had just affiliated with AFT and were beginning to build relationships and figure how to align our work. Now, both sides recognize the valuable expertise that each party brings and we are truly working in partnership to increase the power of nurses nationally. Having had the pleasure of working with nurses from across the country through AFT and ANA, I am incredibly proud of the influence and respect that WSNA’s work receives. We are a leader in these organizations, and many states look to us for advice and best practices.

When I attend these national meetings with our partners, I am keenly aware of my role as President of WSNA, representing thousands of nurses in Washington. To bring it all back to the “2013 – 2015 Issues & Priorities” document that I referenced at the start of this report, I can tell you that this is my road map when I am striving to do what’s right for WSNA nurses and all nurses in Washington. When I go to WSNA events and I listen to nurses talking about what’s going on in their practices, I often hear those priorities echoed back to me. For several years, staffing has been one the most pressing issues for nurses because we know that it’s one of the most important factors in the health and safety of our patients. Every aspect of the organization continues to push for safe staffing, from my work as President to our many expert WSNA staff members working towards the same goal. This is a multi-faceted approach, using legislation, labor negotiations, legal options, and outreach to bring about meaningful change. Know that your voice matters and that we are making progress, even if progress doesn’t always happen on the timeline we desire. There is strong resistance, but we are innovating, we are uniting, and nurses will never stop fighting for our patients. That’s why I’m confident in our future, and I hope you are too.
The 2013-2015 biennium has been another busy and productive one for WSNA. I would like to first acknowledge the leadership of the WSNA Board, Cabinet and Councils as they provided leadership and direction to the WSNA governance structure and helped focus the work of the association on those priority issues identified in the 2013-2015 WSNA Issues and Priorities list. I would also like to recognize the members of the WSNA staff for their hard work and steady commitment to the members and the work of the association. The partnership forged between our talented and committed member-leaders and staff is a key reason for most of the successes mentioned in the President’s biennial report and commitment to the members and the work of the association. The partnership forged between our talented and committed member-leaders and staff is a key reason for most of the successes mentioned in the President’s biennial report and the structural unit reports that follow. Additionally, I would like to highlight a few of the many WSNA accomplishments of the past two years:

• The good news, despite the challenging economy, is that WSNA continues in a strong, positive financial position. Thanks to the hard work of our members, leaders and staff, we have continued to grow our membership to new heights in each of the last two years and have met the Board’s financial goals for reserves.

• Attendance at the annual Nurse Legislative Day also continues to grow, with more than 600 in attendance in both 2013 and 2014. With the help of the WSNA-PAC, RNs continue to be a significant influence in the Washington State Legislature. Unfortunately in the 2014 elections, two of our nurse representatives lost elections due to redistricting and poor voter turnout: Tammy Green who gave up her House seat to run for the Senate and Representative Dawn Morrell who was defeated in a tough race for reelection. In spite of those losses, we continue to have a strong RN presence in the Washington State Legislature with RN Representatives Eileen Cody and Rep. Judy Clibborn serving in key leadership positions. The WSNA-PAC members and political staff are committed to increasing our numbers there and are actively recruiting additional nurses who may be interested in running for elected office in the future.

• Now in its 5th year, our annual Nurse Legislative Advocacy Camp has trained more than 200 new nurse activists in the art of effective advocacy, lobbying, and messaging and they are now actively involved in our nurse mobilization efforts in Olympia.

• Throughout the biennium, WSNA members and staff increased our involvement and influence in policy work with many state regulatory agencies in the areas of implementation of the Affordable Care Act, Medicare/Medicaid reform, environmental health, workplace safety, nursing and health personnel shortages, disaster preparedness, prevention of medical errors, public health, and numerous scope of nursing practice and education issues.

• WSNA has been an active participant and partner in many coalitions that support access to care and funding for core health care programs including: Healthy Washington Coalition, Mental Health Parity Coalition, Health Coalition for Children and Youth, Public Health Funding Coalition, Budget Crisis Coalition, WA United for Fair Revenue Coalition, Puget Sound Health Care Alliance, Washington Health Alliance, Washington Community Action Coalition, Foundation for Healthy Generations, and many other coalitions supporting patient safety, labor, nursing practice, education and implementation of health care reform.

• WSNA member-leaders served at the national level in the American Nurses Association (ANA) during the biennium by participating on several advisory committees to the ANA Professional Issues Panels, attending the ANA Membership Assembly and several policy conferences. I was also elected to serve a two-year term on the ANA Nominations/Elections Committee.

• WSNA members and staff have continued to be actively involved in the National Federation of Nurses (NFN). WSNA has had two members serving on the NFN Executive Board: Julia Weinberg and Marty Avery. WSNA is also represented on the NFN National Advisory Board by WSNA Cabinet Chair, Julia Barcott; WSNA President, Susan E. Jacobson; Assistant Executive Director for Labor, Christine Himmelsbach; and myself as WSNA Executive Director. WSNA sent 10 members to the 2013 and 2014 National Labor Academy (NLA) and will send 10 members to the 2015 AFT/NFN joint PIC/NLA conference and 6 delegates to the NFN National Federation Assembly in May 2015.

• Since our affiliation in February 2013, WSNA has been an active participant in AFT, including sending 20 WSNA members to participate as elected delegates to the 2014 AFT biennial convention. WSNA is represented on the AFT Professional Policy Council (PPC) of the AFT Nurse and Health Professionals Division by Julia Barcott, E&GW Cabinet Chair, and myself. In choosing AFT, WSNA achieved national AFL-CIO affiliation. We believe this partnership has enhanced the voice and power of our nurses to advocate for quality care for our patients, uphold high standards for the nursing profession, and improve working conditions for nurses at the local, state and national level. Through the affiliation, WSNA now has access to greater resources to navigate the looming changes in health care delivery and more opportunities to advocate for our patients while doing so.

• Both the WSNA-PAC and the Washington State Nurses Foundation have engaged in highly successful fund-raising campaigns to support their respective work in both 2013 and 2014 and plan to continue this work in 2015.

• WSNA has continued its outreach providing educational offerings for nurses across the State during the biennium. During 2013, WSNA offered a total of 22 separate CE activities and a total of 2,114 contact hours were awarded; in 2014, WSNA offered an additional 12 CE activities and awarded a total of 972 contact hours. (2013 was a convention year, and during 2013-2014 Nurse Legislative Day participants were provided a certificate of attendance rather than contact hours.)

• The number of online CNE participants continues to grow and with the newly revamped CE website making it easier to browse content and take courses this seems to be the best way to reach our members. We have also been adding additional webinar content which has been well-received and we will continue to develop more of these types of programs.
• WSNA was again awarded grants in both 2013, 2014 and again in 2015 from the John H. Merck Foundation to help support the fine work of our Environmental Health Specialist, Karen Bowman, to educate and help nurses become effective environmental activists for healthcare and workplace safety. WSNA is recognized both in the State and nationally for its legislative and coalition achievements in this area.

• Implementation of the 2008 Safe Staffing legislation has proved to be elusive, challenging and time-intensive for staff and member-leaders alike. Safe staffing continues to be the number one issue identified by nurses all across the country. Throughout the biennium, WSNA has continued to work in collaboration with SEIU/1199NW and UFCW 21 to support the ongoing “Campaign for Patient Safety” and engage in efforts to achieve minimum staffing standards, uninterrupted meal and rest breaks, and limiting the use of prescheduled on-call. Lobbying for passage of these bills continues to be a major focus of our efforts in the 2015 legislature.

• All programmatic areas of WSNA have worked together to address the staffing issues and their impact on patient and nurse safety. WSNA has used a wide range of strategies and approaches to address these issues, including legislation, contract negotiations, enforcement of regulations, grievances and arbitrations, filing law suits, education sessions about the evidence-based research, statewide media campaigns and collaboration with the other unions and groups. In 2012, WSNA won a unanimous favorable decision in the State Supreme Court on a meal/rest breaks lawsuit that has been in process since 2008. While significant progress has been made, much remains to be done and we will continue to use every strategy necessary to ensure that nurses are entitled to and receive uninterrupted meal and rest breaks.

• 2013 and 2014 also saw a continuation and an increase in difficult and protracted labor negotiations, often requiring an unprecedented number of bargaining sessions, informational picketing and mediation before achieving an agreement. In spite of the contentious labor environment, 35 contracts were successfully negotiated and WSNA registered nurses, working closely with staff, won significant gains with limited take-backs.

• Electronic communication with members has continued to expand during 2013 and 2014. There’s a new look to the WSNA web pages and more content was added; a new section, WSNA News Update, was included on the home page to provide breaking news as it occurs; other Informz electronic newsletters are offered on a biweekly or on an as needed basis. In addition to the biweekly WSNA E-Bulletin are Legislative Action alerts, Local Unit news alerts, Nursing Practice updates, District Nurses Associations’ announcements, and WSNF activities. Additionally, frequent targeted group e-mails were used to push important information to WSNA members in a timely manner along with Facebook and Twitter postings which are also now formatted for smart phone and other emerging technologies. WSNA also introduced targeted “ROBO” calls to extend our communication reach and mobilize nurse members to action when needed quickly.

Throughout the biennium, WSNA continued to increase its use of electronic media and other focused media outreach activities, partnering with other health care organizations, unions, coalitions and key governmental agencies to quickly inform and mobilize members to action regarding such issues as the 2014 Ebola Crisis, the Seattle-King County Public Health Clinics closure crisis, influenza prevention, childhood immunizations, the Campaign for Patient Safety, support for healthy lifestyles, and several statewide initiatives, including stable funding for public health.

• WSNA continues to facilitate and support the ongoing development of the Nursing Students of Washington State (NSWS), providing financial and technical support to help nursing students across the State become involved in the National Student Nurses Association and WSNA. NSWS will hold their eighth annual convention in conjunction with the WSNA convention on April 25, 2015.

• WSNA has worked closely with other specialty nursing organizations, labor unions, health care associations and patient advocacy groups to address a number of joint concerns. Several nursing specialty organizations, including the School Nurses of Washington (SNOW), ARNPs United of Washington State, Association of Advanced Psychiatric Practice Nurses (AAPN), Washington Chapter of the American Association of Nurse Midwives, Washington Chapter of the Association of Nurse Anesthetists (WANA), the Council of Nurse Educators in Washington State (CNEWS), the Mary Mahoney Professional Nurses Organization, NW-ONE, and the clinical nurse specialists, have sought out WSNA for joint planning and coalition work. WSNA is now the selected partner of both the School Nurses of Washington and ARNPs United, of Washington State for their legislative and lobbying services.

• During 2013 and 2014, WSNA has continued to be very involved as a member and partner with the Washington Center for Nursing (WCN) and as a participant in the Washington Nursing Action Coalition (WNAC) which is spearheading the implementation of the IOM report, The Future of Nursing: Leading Change, Advancing Health, released in 2010. WSNA and the WNAC efforts are focused on key recommendations in the report that allows and encourages all RNs to work to the full extent of their education and training; achieves a more highly educated workforce; and reinforces the role of nurses in primary care and other expanded roles.

• WSNA, also in collaboration with the WCN and CNEWS, has engaged in successful joint efforts to implement the Master Plan for Nursing Education in Washington State and will continue this work into the next biennium. In 2013-2014, WSNA, in collaboration with WCN member organizations, AFT-WA and the Washington Education Association, continued to work jointly to identify strategies to address the faculty compensation issues that create barriers to more nurses becoming faculty.

As I begin my 16th year as your WSNA Executive Director, I continue to appreciate the support and encouragement that you have given me as we have worked together over the years and I have the highest regard and respect for the trust and confidence that you have placed in me and our staff. We thoroughly enjoy working with and on behalf of all of you and look forward
to continuing our work together over the next biennium.

SECRETARY/TREASURER
Judy Turner, RN, Port Orchard.

The WSNA Board of Directors met at the WSNA Headquarters a total of 6 times in the 2013-2015 biennium: August 2, 2013; December 6, 2013; March 20-21, 2014; August 1, 2014; December 5, 2014 and March 2, 2015. Meetings of the Board of Directors Executive Committee were also held 6 times: June 7, 2013; November 1, 2013; February 21, 2014; May 30, 2014; October 30, 2014 and February 20, 2015.

FINANCE COMMITTEE
Treasurer and Chairholder: Judy Turner, Port Orchard; Susan E. Jacobson, WSNA President, Yakima; Jennifer Graves, WSNA Vice President, Seattle; Verlee (Vee) Sutherlin, Spokane; Lorraine (Lori) Bethay, Yakima.


Accomplishments
• Continued financial stability.
• Balanced budgets for both years.
• Successful “clean” audits by the auditing firm of Hodges & Hart, LLC.
• Demonstrated significant financial improvements and growth in positive net assets and reserves for both 2013 and 2014.
• Continued growth of membership resulting in the Washington State Nurses Association continuing to be the largest State Nurses Association of the American Nurses Association.

CABINET ON ECONOMIC & GENERAL WELFARE
Chairperson: Julia Rose Barcott, Yakima; Sec/Treasurer, Lori Bethay, Yakima; John Tweedy, Camano Island; Susan M. Jacobson, Tacoma; Jane Hill-Littlejohn, Seattle; Catherine (Cathy) Powers, Seattle; Martha (Marly) Avery, Spokane; Marcelline (Marcy) Turpin, Olympia; Cynthia Juarez, Seattle. (Note: Kathy Ormsby who was elected as Chair stepped down in 2014 to pursue her new position as an ARNP, and Barbara Bly resigned her Cabinet position due to retirement).

The Washington State Nurses Association Economic and General Welfare (E&GW) program is at the forefront of leading necessary change in the labor movement throughout Washington and across the nation. We have taken on the challenges to meet the growing demands of the current labor environment, the economy and the nursing profession. Without our strong union arm and the united voices of nurses to oversee safety and working conditions of the nurses we represent, enforcement of safety, and health laws along with working conditions for all nurses would be weaker and our workplaces would become more dangerous.

We are proud to have strengthened our ability to impact national nursing and labor issues through our affiliation with the American Federation of Teachers (AFT), AFL-CIO, beginning in February 2013. This partnership has enhanced our existing collaborative work with the National Federation of Nurses (NFN) and will increase the voice and power of nurses to advocate for quality care for our patients, uphold high standards for the nursing profession, and improve working conditions for nurses at the local, state and national level.

Membership in the AFL-CIO at the national level has long been a high priority for both WSNA and the NFN. That mission was achieved through our affiliation with AFT. We have already seen the benefits of having a strong national labor partner. With a strong history of advocating for professional standards for their members and over 30 years of experience organizing and representing nurses, AFT is a partner that can provide important additional resources and support for NFN, for WSNA, and for our collective bargaining members.

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

Affiliation with AFT and AFL-CIO also brings WSNA and the other NFN member states protection from raids and other predatory actions by other unions through Article XX and Article XXI provisions of the AFL-CIO constitution. These articles prohibit any AFL-CIO union from raiding or interfering with any other AFL-CIO union. AFT has committed to protect and defend the NFN and its member states from any such threats or actions should they occur.

We have continued to foster and strengthen our state involvement and partnership with other labor partners such as the Washington State Labor Council (WSLC), and coalition partnerships with UFW and SEIU-1199NW. WSNA’s strength, presence and visibility have been a priority for the Labor program over the past two years, with targeted goals leading our efforts to increase our relevance to every registered nurse in the state.

Our efforts have been, and will continue to be, demonstrating that being a member of WSNA is essential for every registered nurse in Washington State. We are committed to providing each nurse the opportunity to have their voice heard, through our Legislative and Regulatory programs, the influence of the Practice and Education programs, WSNA’s political and grassroots efforts and through our successfully accomplished collective bargaining contracts.

Thirty-five new collective bargaining agreements were negotiated by WSNA in the last biennium. These agreements set new standards in nurses’ salaries with the most senior staff nurse base salary (step 30) topping fifty-two dollars an hour in several hospitals. WSNA’s collective bargaining continues to raise the bar for recognition and respect for nurses at the bedside and in direct care. We are committed to efforts that maintain standards and conditions which support and protect nurses in every represented setting.

Large hospital systems continue to expand through affiliations with each other as well as acquisitions of smaller hospitals. Increasingly, decisions are being made at a corporate headquarters hundreds of miles from a local hospital where our nurses are working. In response, WSNA has had to adopt new strategies to ensure that nurses’ voices are heard on important patient safety and workplace issues. We have increased our efforts to build solidarity between Local Units that have the same employer, launched more aggressive media campaigns targeted at the parent organizations to ensure that nurses’
voices are heard, and increased collaborative work with other unions when dealing with large corporate employers.

Registered nurses throughout the state of Washington have been speaking out and demanding appropriate and accessible access to education and training. Nurses demand that employers recognize and respect nursing experience and expertise. WSNA continues to demand that employers provide safe and healthy work environments, safe working conditions, job security and the supportive conditions that enable registered nurses to give the kind of evidenced based, quality and compassionate care each strives to provide.

WSNA continues to represent the needs of registered nurses through effective enforcement of collective bargain agreements, utilizing a variety of available tools and resources. We have engaged in a record-setting number of filed grievances and arbitrations, as well as Unfair Labor charges and legal proceedings to demonstrate our commitment to fair and equitable treatment of nurses in our represented bargaining units.

During the 2013-2015 biennium, the Cabinet on Economic and General Welfare held 9 regular meetings which occurred on January 18, August 1, September 28 and 29, and December 2, in 2013, as well as January 24, June 6, July 24, September 27 and 28, in 2014 and on January 16, 2015.

The Cabinet on E&GW has worked closely with WSNA staff to strengthen the Labor program and is committed to efforts to achieve safe staffing levels for all nurses in Washington State. Numerous methods and strategies have been utilized to address these challenges and to meet these goals during this biennium.

Strengthen Member Retention, Actively Encourage Membership Growth and Engagement

The Cabinet has addressed this challenge through various strategies which include:

- Encouraging and promoting local unit member attendance and participation in the WSNA Nurse Legislative Days, WSNA convention, ANA Convention, NFN Labor Academy, AFT convention, Local Unit Council Meetings, Regional Education Programs, Central Labor Councils, and the WSNA Leadership Conference in Chelan, WA.
- Enhancing the use of media to publicize and highlight the accomplishments of WSNA and the local units. This has included frequent use of the Informz email messaging system to notify members of important information and opportunities, timely updates to E&GW web pages, increased visibility of current leaders through posting of titles and photos on the WSNA website, and increased use of social media sites such as Facebook and Twitter.
- Active promotion of enhanced membership language in contract negotiation.
- Increasing WSNA visibility and involvement in ANA, NFN and AFT through participation in meetings, work groups, assemblies, conference calls and by holding office in these organizations.
- Active, strategic collaboration with organizations such as the Public Health Coalition, Central Labor Councils, Washington State Labor Council, other nursing organizations as well as other unions.
- Giving full support to the work of AFT and WSNA staff, as well as dedicated local unit leaders in the PeaceHealth Southwest and University of Washington membership enhancement and membership activation campaigns.
- Supporting two staff organizer positions to permit active, daily staff work to increase the number of bargaining unit members within existing bargaining units. Bargaining unit membership during this biennium increased from 11,240 in December of 2012 to 11,621 in December 2013 to 12,357 in December of 2014 for a net increase of 1117 union members in this two year period. Internal organizing efforts continue to build the strength in the bargaining units.
- Adding new member segments to existing contracts when and where the opportunity exists. Home Health and Hospice nurses have been added at St. Joseph in Bellingham as well as several bargaining unit additions which are currently in process.
- Directing staff to assess and evaluate potential external organizing opportunities, in particular those in which WSNA is approached by non-represented nurses.
- Increase Visibility of WSNA in Washington State

- On-going outreach to numerous schools of nursing by WSNA E&GW staff as well as by various elected officers. This includes membership on community college Nursing Advisory Boards as well as presentations to student groups regarding leadership and the value of a collective, unified voice for the nursing profession.
- The Cabinet have taken responsibility for educating themselves regarding legislative and political issues. Government Relations staff has presented updates on current issues at each Cabinet meeting. Cabinet members have also participated in the annual Nurse Advocacy Camps and Nurse Legislative Days in Olympia.
- The Cabinet has input through staff into the agenda for WSNA Legislative Day, and encourages members to attend and actively participate. The Cabinet also helps support the work of WSNA in implementing regular educational offerings to members, promoting attendance of ANA, NFN and AFT educational opportunities and promoting classes specific to the leadership development of local unit officers.
- Increasing the visibility of WSNA through articles in each issue of The Washington Nurse, regular website updates, and promotion of two-way communication between the Cabinet and the local unit leaders.
- Promoting WSNA member visibility in the NFN by providing financial support for up to 10 bargaining unit members each year to permit attendance at the AFT Professional Issues and conference and NFN Labor Academy.
- Cabinet member participation and leadership recruiting members to participate in the annual WSLC Conventions. Financial support is provided to members who attend this important statewide Labor event.

Increase the Number of Effective, Committed Local Unit Leaders Throughout the State

The Cabinet has committed to this challenge by:

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

Increase Credibility and Visibility of WSNA Labor Programs

Cabinet efforts to meet this challenge include:
• Providing regular reports on labor issues to the Board of Directors.
• Providing testimony to support labor issues in support of legislation.
• Increased amount of active participation in the WSLC convention and other WSLC activities.
• Increased visibility of the WSNA President and Cabinet Chair to Local bargaining unit members through participation in various educational offering and unity events throughout the state.
• Providing financial support to encourage 10 local unit members to attend the NFN Labor Academy annually.

Promote Health Equity and Healthy Communities

• Working with all aspects of WSNA, through all available means, to assure long-term, stable, adequate funding for public health services.
• Encouraging and supporting WSNA staff and members to actively participate in local, regional, and statewide efforts to ensure adequate public health services in Washington.
• Supporting WSNA efforts to ensure culturally competent care, to promote a diverse workforce and to obtain access to health care for uninsured and underinsured individuals and families.

Support All Efforts to Enhance and Expand the Scope of Practice of Registered Nurses in Washington State

• Supporting members and staff in monitoring proposed legislation related to nursing and other health care professions.
• Speaking out as Cabinet members and encouraging Local Unit members to communicate with Legislators and to provide testimony where necessary related to such legislation.

PROFESSIONAL NURSING & HEALTH CARE COUNCIL

Chair: Jeaux Rinehart, Seattle. Members: Lisa Boettger, Mt. Vernon; Tim Davis, Mt. Vernon; Louanne Hausmann, Spokane; Antwinnett Lee, Lynnwood; Bonnie Sandahl, Lynnwood; Barbara Innes, Seattle; Pam Pasquale, Wenatchee; Heather Stephen-Selby, Renton (until 6/14); Renata Bowlden, Tacoma.


Goals and Accomplishments

Provide leadership for the nursing profession by focusing on key issues in nursing practice and the work environment, ensuring incorporation of ethical principles, and fostering the development and utilization of evidence to support decision-making
• Add ANA fatigue position paper to WSNA web page.
• Provide campaign for safe staffing to PNHCC committee.
• Convene a focus group on corporatization locally by fall 2015.
• Review AFT work on c-suite profit margins by fall 2015.
• Report post-convention on round table discussions and key issues to PNHCC committee.
• Plan a WA FAAN invitational meeting for fall 2015.
• Add NAN link on UTI and hand hygiene to the WSNA web site.
• Completed statements on death with dignity, medical cannabis and legalized cannabis.

• ARNP survey developed and mailed to 5000 ARNPs in March 2015.
• PHEPR committee disbanded; continue to maintain volunteer opportunities on WSNA website.
• Developed survey on members’ responses to emergencies and disasters; under review of PNHCC committee as of March 2015 for approval.
• Added DOH web link for licensure renewal 2015.
• Active NCQAC retired nurse rules which were completed Jan 2014.
• Engaged on barriers for practice with ANA starting winter 2015.
• Revised CNE website fall 2014.
• New webinars CNE courses added: Heal-WA, Legislative bootcamp 101, 102A and 102B.
• New online added: Nurse delegation and value based purchasing.
• Assisted with FDCARES community paramedic program as an advisor and monitor legislation related to scope of practice in this field.
• Created an Ebola website.
• Updated the Influenza website.
• Provided input to proposed legislation and rules-writing regarding scope of practice issues including educational regulations for schools of nursing, foreign nursing licensure, multi-state compact, recognition of Clinical Nurse Specialists as Advanced Registered Nurse Practitioners, school nurse delegation and supervision.
• Incorporated key issues and priorities into 2015 Convention planning including QSEN (Quality and Safety Education in Nursing) competencies and health information technology.
• Engagement with CNEWS on new degree DTA-MRP.
• Continued to work with school nurses regarding issue of delegation and supervision.
• Dialogue sessions added to 2015 Convention targeting school nurses, retired, LPNs, and nurses working in long-term care.
• NSWS liaison and facilitator for statewide convention providing CNE for the first time along with employer recruitment.
• Patient safety palm card completed in 2014.

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

• WSNA Speakers Bureau; Social Media Whidbey Island Hospital in Jan 2014, in Spokane March 2014, Skagit Hospital also in March 2014, and in Kirkland May 2014. Continuing competency DSHS offices Feb 2014; Advocacy healthy lifestyle in Spoken in May 2014.

• Continued participation in NCQAC Continuing Competency project work.

• Continued participation in the Washington Nursing Action Coalition which is moving forward with Washington State’s response and implementation of the IOM Future of Nursing Report.

• Completed nursing education in Washington State white paper in 2013.

• Completed Economic Value of Nursing white paper in 2013.

• Completed Nurse Delegation white paper in 2013.

• Completed continuing competency white paper in 2013.

• Completed nurse violence white paper in 2013.

• Completed nursing shortage white paper in 2013.

• WSNA CEARP up for renewed status in summer 2015 as accredited approver by ANCC; also WSNA CNEPP up for renewal in summer, 2015 as an Approved Provider of CNE from Ohio Nurses Association.

• Continued active engagement with CNEWS (Council of Nurse Educators for Washington State).

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

• Disaster and Emergency Preparedness Committee continued work as a subcommittee of PNHCC completed and disbanded 2014 (refer to their individual report).

• Occupational safety committee completed and disbanded 2014.

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

• Continued participation in NCQAC Consistent Standards of Practice Subcommittee reviewing NCQAC interpretive statements in such areas as physician’s order for life-sustaining treatment, analgesics sedation and analgesic agents, standing orders and verbal orders. As aforementioned, continued to participate in DOH/NCQAC rules writing concerning recognition of CNSs as ARNPs, school nurse delegation, nursing school education, foreign nurses, etc.

• Strengthened engagement with ARNPs United and the NCQAC ARNP Subcommittee, standards of practice to address issues in advanced practice.

Work Continues and Includes, But Is Not Limited To:

• Expand networking with various nursing specialty organizations including potential development of more formal “affiliation agreement” with WSNA.

• Ongoing recruitment to support CEARP and CEPP programs.

• Continue monitoring rest and meal break practices and staffing issues.

• Develop improved environmental scanning methods to ensure PNHCC stays on the forefront of issues that nurses face in the practice arena.

• Continue expansion and functionality enhancements to WSNA’s on-line continuing education program.

• Continue to identify additional strategies to better enhance and strengthen WSNA’s image, particularly among non-collective bargaining audiences.

• Continue to participate in discussions regarding multi-state licensure.

LEGISLATIVE & HEALTH POLICY COUNCIL

Chairholder: Ed Dolle RN, Port Orchard. Members: Patty Hayes, RN, MN, Tumwater (2014); Joni L. Hensley, BSN, RN, CRN, Everson (2015); Lynnette K. Vehrs, MN, RN, Spokane; Bobbi Woodward, RN, Spokane; Justin Gill, RN, BSN, Blaine; and Lynn Nelson, RN, MSN, Olympia.

Issues and Priorities

• Nursing Shortage.

• Target Funding for Nursing Faculty & Education Programs.

• ACA & Health Reform Implementation.

• Funding for Health Safety Net Programs.

• Economic Value of Nurses.

• Patient Safety & Quality Improvement in Health Care.

• Fatigue.

• Health & Safety.

• Safe Staffing.

• Collective Bargaining, Free Speech Rights & Right to Work.

Goals

• Pass Patient Safety Package including legislation on safe staffing, ensuring uninterrupted breaks and limiting mandatory overtime.

• Protect and strengthen public health funding.

• Funding for nursing education.

• Limited dispensing of drugs by governmental public health nurses.

• Protect funding & support revenue for key health safety net programs.

• Protect nursing practice to ensure patient safety.

• Full utilization of advanced practice nurses.

• Support school nurse funding and reaffirming the authority of school nurse practice.

• Support environmental health priorities such as Toxic Free Kids Act.

The WSNA Legislative and Health Policy Council recommended a Legislative and Regulatory Platform and Agenda to the WSNA Board of Directors in 20013 and 2014. The Platform and Agenda can be found on the WSNA website www.wsna.org.
There is outrage over the ineffectiveness of the 2013 and 2014 legislative sessions faced to support and defend increased funding for ARNPs in the State budget to provide primary care in the Medicaid Expansion, and ensure inclusion as key providers in health reform regulations.

Among the major issues were to support and get debate, the WA State Supreme Court in the McCleary decision held that WA State is not fulfilling its obligation to adequately fund the K-12 system. An estimated $1 billion must be invested into the system, bringing the state budget gap to $2 billion this session (2015).

The Senate Majority Coalition changed the power structure in the State Senate. Two Democratic Senators joined with the Republican Caucus to form the Senate Majority Coalition. The Coalition's voting bloc changed the rules in the Senate, creating huge road blocks for many of WSNA's budget and policy priorities.

Patient Safety Package

Safe staffing continues to be the number one issue for WSNA members. WSNA leaders and staff have heard our members loud and clear. There is outrage over the ineffectiveness of the hospital nurse staffing committees, there is frustration with the ongoing fight to get uninterrupted meal and rest breaks, and there is anger over the increased use of pre-scheduled call to bypass the mandatory overtime law. WSNA once again introduced legislation on safe staffing, to ensure uninterrupted meal and rest breaks, and limiting the use of mandatory overtime.

As part of the coalition effort with other unions, an independent survey of staff nurses across Washington found that:

Lack of breaks and on-call abuse cause fatigue, jeopardize patient safety, and drive people out of nursing.

- 57% believe that lack of breaks, call requirements, and call back hours are causing nurse fatigue and jeopardizing patient safety at their hospital.
- 50% say that a lack of breaks and concern for patient safety has caused someone they know to leave their unit or profession, or has caused them to consider doing so themselves.

Nurses have seen understaffing harm or kill patients.

- 38% of nurses have witnessed patients being put at risk due to inadequate nurse staffing.
- 29% of those nurses saw a patient hurt by understaffing.
- 5% believe a patient's death occurred as a result.

Nurses strongly support a law to set minimum staffing levels for patients.

- 82% favor “a proposed law that would set minimum nurse to patient staffing ratios in each hospital unit”.

Critical care units

- 43% of these nurses have experienced putting patients at risk by understaffing.
- 9% of those saw a patient die in that situation.

ER & psychology units

- 46% of these nurses have experienced putting patients at risk by understaffing.
- 41% of those had patients hurt or die in that situation.

Nurses overwhelmingly support a law mandating uninterrupted breaks.

- 88% support “a law that required hospitals to give nurses at least a ten minute break for every four hours they worked, and required those breaks to be uninterrupted”.

A majority of nurses are not getting the breaks they need.

- Only 9% of nurses say they always are able to take an uninterrupted 10-minute break every 4 hours and an uninterrupted 30-minute meal break.
- 44% say they very rarely or never get to take those breaks.

Implementation of Affordable Care Act

As a result of the Affordable Care Act, many Americans who traditionally faced barriers to quality, affordable, health insurance are now eligible for Medicaid Expansion and qualified health plans through the Washington Health Benefit Exchange that began in 2014. Insurance Exchanges are new competitive marketplaces where consumers and small businesses can purchase health insurance.

In addition to the launch of the health benefit exchange, health insurance reforms implemented as a result of the ACA include:

- Young people can be covered under their parents’ insurance up to the age of 26.
- Insurance companies can’t impose lifetime caps in coverage. Patients who needed expensive treatment like organ transplants or cancer treatment will no longer be denied continued coverage due to expensive treatment.
- The gap in pharmaceutical coverage for older Americans, commonly known as the “doughnut hole,” is beginning to close and will close completely in 2020.
- Preventative services are to be provided at no cost.

At the passage of federal health reform, the numbers of uninsured in Washington State had reached a record high of 1 million people, according to the Office of the Insurance Commissioner. The target population of the Health Benefit Exchange are those who have traditionally faced barriers to access to insurance including low income persons, the unemployed, and the underinsured.

While enrollment is ongoing, an estimated 85% of Washington’s uninsured adults will have access to health insurance through the Exchange:

- 253,000 adults will be newly eligible for Medicaid expansion based on their income.
- 222,000 adults will be able to purchase individual insurance plans offered in the Exchange and receive tax credits to lower the cost of purchase.
82,000 people are expected to purchase health insurance through the Exchange, but have an income high enough that they will not be eligible for subsidies.

73,000 adults currently eligible but not enrolled in Medicaid are expected to be motivated to join Medicaid once available through the Exchange.

**Continued Funding for Washington Center for Nursing**

In 2013, WSNA successfully lobbied and supported legislation to remove the “sunset” of the additional $5 surcharge on registered nurses and licensed practical nurses license fees. This surcharge provides ongoing funding for the Washington Center for Nursing and its work to address the nursing shortage.

**Advocacy Camp and Nurse Legislative Day**

WSNA continues to attract 600+ nurses and nursing students to our annual Nurse Legislative Day. Governor Inslee was a big draw as keynote speaker. In addition, WSNA has held an annual Advocacy Camp in Olympia with a full day of training for our grassroots activists along with an evening legislative reception.

**Call for Revenue to Fund Key Safety Net Programs**

As part of a broad coalition of organizations urging the Legislature to explore new revenue, WSNA believes that an “all-cuts” approach to the current budget crisis will further endanger the health and safety of our communities. WSNA budget priorities include:

- Maintaining enhanced reimbursement for ARNPs for primary care services under the Medicaid expansion.
- Funding for mental health services.
- Funding for nursing faculty recruitment and retention.
- Funding for health professions scholarship and loan repayment program.
- Cap on tuition for public colleges and universities.
- Prevent cuts to key public health programs such as Maternal Support Services.

**Public Health Nurses and Public Health Funding**

WSNA continues to be a leader in fighting for public health funding and a champion for public health nurses. WSNA is an active participant and founder of the Public Health Roundtable, a coalition of organizations committed to securing a long-term, adequate and stable source of funding for public health. WSNA Assistant Executive Director of Governmental Affairs and Operations, Anne Tan Piazza, served as the President of the Washington State Public Health Association Board of Directors in 2013-14.

Both Anne Tan Piazza and Judy Huntington, WSNA Executive Director, were also appointed to serve on Secretary of Department of Health John Wiesman’s Foundational Public Health Serves Policy Advisory Group to explore new funding mechanisms for public health.

**WSNA POLITICAL ACTION COMMITTEE WSNA-PAC**


**Goals**

- Educate candidates on WSNA’s legislative priorities.
- Support nursing candidates.
- Support candidates who are supportive of nursing and health care priorities.
- Engage more nurses in the election process.

**Major Achievements**

WSNA engaged in a wide variety of activities for the 2014 election. These included: Member participation in candidate interviews/endorsement decision-making; member-participation events in support of our priority candidates; significant outreach to our members regarding our endorsed/priority candidates; and support for nurse champion candidates with $9,750 in campaign donations.

**Candidate Interviews**

We held 35 candidate interview sessions, interviewing 56 different candidates throughout the state: Spokane, Gig Harbor, Lakewood, Sumner, Bellingham, Lynnwood, Tukwila, Monroe and Vancouver. WSNA endorsed 74 candidates. Of those, 53 won and 21 lost.

**Member Events Supporting Our Candidates**

We organized three major member-based outreach actions in support of our RN priority candidates.

- Phone banks: 20 members did at least one shift.
- Neighborhood Walks: 14 members did at least one shift.
- Cope Convention: members participated in the COPE convention.

**Outreach to Members**

Endorsement decisions were published in The Washington Nurse.
BYLAWS/RESOLUTIONS COMMITTEE

Chair: Anita Stull; Committee Members: Joanna Boatman, Sally Herman, Kim Armstrong, and Susan E. Jacobson, WSNA President.

The WSNA Bylaws/Resolutions Committee met via conference call on February 13, 2015. There were no proposals for amendments to the WSNA Bylaws received prior to the deadline of October 31, 2014 so after discussion, the Bylaws Resolutions Committee determined it will not be recommending any changes to the WSNA Bylaws this year.

The Bylaws/Resolutions Committee considered four proposed non-emergency resolutions that were submitted by non-emergency resolutions deadline:

- Support for Public Health Funding and Services.
- Prevention of Workplace Violence.
- Opposing “Right To Work” Laws.
- Strengthening Nurse Staffing Laws to Save Lives and Prevent Errors.

These proposed Resolutions were forwarded to the WSNA Board of Directors Executive Committee for approval and will be published to the members in the Spring 2015 issue of The Washington Nurse and presented for perfecting and action to the WSNA Convention General Assembly meeting April 23, 2015.

The Committee will be available to meet again prior to the 2015 General Assembly to consider any Emergency Resolutions and Courtesy Resolutions. Deadline for submission of Emergency Resolutions is 7:00 a.m. at the Convention site on April 23, 2015.

CONVENTION PLANNING COMMITTEE

Chair: Jennifer Graves, Seattle; Members: Betty Blondin, Tacoma; Debra Brinker, Spokane; Sally Herman, Mt. Vernon; Jeaux Rinehart, Seattle; Evelyn Street, Olympia; Julia Weinberg, Bow; Rosa Young, Seattle.

The Convention Planning Committee met on November 18, 2013 to develop plans for the 2015 WSNA Convention. To continue reaching a broader audience of nurses from across the State, as with the Convention in 2013, the convention name will remain The Washington State Nurses Convention and marketing strategies were implemented to ensure all registered nurses would receive information about our convention.

The pre-conference session continues to be purposely designed to be part of the full convention program and many options were added to allow for “self-care” and networking time. Content was developed specifically to reach out to ARNP’s, school nurses and nurses working in long-term care. Given that the annual NSWS Convention immediately follows the WSNA Convention the audience of student nurses is again a primary target for attendance at the Washington State Nurses Convention.

The format consists of the notable national keynote speakers, WSNA biennial General Assembly business meeting, educational and special interest breakout sessions, poster presentations and vendor exhibits. A simulation lab vendor will be present with engaging learning experiences using simulation techniques. Additionally, additional CE opportunities will be offered for nurses who are not WSNA members during the WSNA General Assembly business meeting. These will include content from WSNA archived CE Webinars from the past two years.

The convention will be held April 22-24, 2015 at the Tulalip Resort. Come renew friendships, make new friends, and participate in establishing our future direction. The WSNA members’ General Assembly business meeting and round table discussion sessions will provide an opportunity to shape WSNA’s goals for 2015-2017 and illuminate personal opportunities to advance the profession of nursing.

NOMINATIONS/SEARCH COMMITTEE

Chairholder: Julia Weinberg, Mount Vernon; Members: Susan E. Jacobson, Yakima; Danielle Feist, Spokane; Martha Goodall, Mead; Pam Rimel, Yakima; Rosa Young, Seattle.

The Nominations/Search Committee met on December 13, 2014. The purpose of the meeting was to prepare the ballot for WSNA 2015-2017 elected offices. In accordance with WSNA Bylaws and policy, the Committee reviewed the candidates’ consents-to-serve that had been submitted and placed them on the initial ballot. To complete the ballot, additional WSNA members were contacted via telephone to obtain their consent to be added to the ballot and consent-to-serve forms were obtained. The WSNA Bylaws allow members to self-declare for offices and a cut-off date of February 20, 2015, for self-declared candidates was established and published. The initial ticket of candidates for elective offices was printed in the Winter 2015 issue of The Washington Nurse and will be reprinted in the Spring 2015 Washington Nurse. The ticket, including candidate statements, will also be posted on the WSNA website.

The draft ballot for the elected offices, including self-declared candidates, will be presented to the 2015 WSNA General Assembly on April 23, 2015. Additional nominations from the floor will be accepted and added to the ballot. A final ballot will be mailed to the WSNA membership following the close of the 2015 WSNA General Assembly. Write-in names will be allowed.
The Economic and General Welfare Nominating/Search Committee met on December 13, 2014. The purpose of the meeting was to develop a ballot of eligible candidates for election for the following: Cabinet on Economic and General Welfare Chair, Vice-Chair, Secretary/Treasurer, and Cabinet members; Economic and General Welfare Nominating/Search Committee; Delegates to the 2017 NFN National Federation Assembly, and Director to the NFN National Executive Board (effective January 1, 2016) and Delegates to the 2016 AFT Convention. Criteria for running for and voting for these positions are limited to WSNA bargaining unit nurses “in good standing” as described in the WSNA Bylaws and WSNA policy or by the national/international union affiliate’s Constitution and Bylaws.

The consent-to-serve forms were reviewed and a ballot was developed. To complete the ballot, additional WSNA members were contacted via telephone to obtain their consent to be added to the ballot and consent-to-serve forms were obtained. The WSNA Bylaws allow members to self-declare for offices and a cut-off date of February 20, 2015, for self-declared candidates was established and published. The initial ticket of candidates for these elective offices was printed in the Winter 2015 issue of The Washington Nurse and will be reprinted in the Spring 2015 Washington Nurse. The ticket, including any candidate statements, will also be posted on the WSNA website.

The ballot of nominees for election to these offices will be presented to the WSNA General Assembly on April 23, 2015, and further nominations for eligible members will be taken from the floor. The final ballot will be mailed to the WSNA Bargaining Unit membership following the April 23, 2015 WSNA General Assembly.

With changes in WSNA Staff directly supporting this committee and only one hold over item from the previous biennium in addition to no major issues being brought to the committee from the convention, the Health and Safety Committee did not meet in 2014. Heather Stephen-Selby was hired as the Assistant Executive Director for Nursing Education Practice and Research in the summer of 2014, and is now the WSNA Staff support for this committee.

The hold over item from the 2011 Convention was Resolution #3 on the safety of “Twelve Hour Shifts.” ANA had convened a Professional Issues Panel Advisory Committee on Nurse Fatigue to address the issues around the 12-hour shift with the broader issues of nurse fatigue. As a member of this Professional Issues Panel Advisory Committee on Nurse Fatigue, there were many lively discussions about shift length and hours of work. At the September 10th, 2014 meeting, the ANA Board adopted the revised position statement ‘Addressing Nurse Fatigue to Promote Safety and Health’. Within the position statement, the Institute of Medicine (IOM) recommendations that 1) registered nurses not exceed 12 hours of work in a 24 hour period and 2) that registered nurses work not more than 60 total hours in a 7 day period remain unchanged. The only additional recommendation from ANA is that registered nurses not exceed 40 hours of professional nursing work in a 7 day period. The entire position statement has good information for both nurses and employers on how to prevent and combat fatigue. Please read it and use it as a reference in your discussions. The position statement is located on the ANA Website at: http://nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy-Work-Environment/Work-Environment/NurseFatigue/Addressing-Nurse-Fatigue-ANA-Position-Statement.pdf

For those who are concerned, the advisory committee discussion around shift length was significant, with the literature having many opinions, and a research base that shows mixed results. The ANA Professional Issues Panel Advisory Committee discussions around the number of hours within a 7 day period was limited. The thing to remember about the 40 hour recommendation is that fewer hours worked leads to a better work and home life balance, and it covers all registered nurses.

The only continuing Issues and Priorities for 2015-2017, would be a review of WSNA’s 2008 White Paper on “Quality of Care, Nurses’ Work Schedules, and Fatigue” for possibly being superseded by the ANA Position Statement on “Nurse Fatigue.”

CEARP COMMITTEE
Chair: Lisa Leurquin-Hallet, Redmond, WA. Members: Erica Helmick, Boise, Idaho; Carla Grant, Coeur d’Alene, Idaho; Renee Hoeksel, Ridgefield, WA, Darcie Koffer, Boise, Idaho, Helen Kubel, Richland, WA.

Goals and Accomplishments

- Conduct the CEARP program review and approval process in accordance with the American Nurses Credentialing Center - Commission on Accreditation (ANCC-CoA) accreditation program criteria.
- There has been a drop in Provider Units (PUs) by 40% since 2010-2014 due to challenges with the process, mergers of medical center educational units, and reduction in educational offerings by provider units. Since 2011-2013 biennial report five Provider Units dropped out and overall applications were down 40 applications reviewed. Reviewed 24 provider unit, 73 faculty-directed, and 24 independent study applications, resulting in a total of 110 applications reviewed.
- Completed a thorough review of the CEARP program over the last five years and surveyed PU members for feedback on the program which facilitated restructuring of the CEARP program.
- Added two new reviewers in 2015 and made no changes to CEARP forms.
- Guidelines for Provider Unit (PU) applications were revised effective Jan 1, 2013, in a narrative process with Applicants required to describe their internal operations and planning process in more detail per the new ANCC requirements. A scoring rubric will be used to measure PU applications and acceptability. This is an ongoing process.
- Annual monitoring system to assure approved Provider Units are continuing
to comply with ANCC & WSNA CEARP criteria during their approval period.

- Submitted renewal accreditation application and WSNA CEARP received four-year accreditation as approver of continuing nursing education by ANCC. Renewal is up in July 2015.
- As required by ANCC, to ensure reviewer consistency in evaluating and scoring PU applications, three WSNA CEARP Committee members and two WSNA Staff members completed the required ANCC Nurse Peer Review Training.
- Consulted with ANCC regarding personnel changes and was approved to delay PU application renewals for a 6 month extension.

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

- CEARP policies, procedures, criteria, and forms were revised to reflect changes required by ANCC, recommendations by reviewers, and requests from CNE providers on a biennial basis.
- CEARP internal process timelines were unchanged as the current timelines are adequate.
- Processes to gather evaluation and other feedback from providers of CNE activities were modified; CEARP committee analyzes this data at each of three annual meetings and makes changes accordingly.
- Inter-Reviewer Reliability (IRR) reviews were held twice a year to ensure consistency in application criteria reviews and included committee discussions of identified discrepancies in the review findings. Results identified needed changes in guidelines/forms to further clarify intent and information needed from applicant. There will be three IRR meetings in 2014 and one in 2015.

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

- Held successful annual updates (a workshop in 2013 and 2014)
- Redesigned the Published “HIGHLIGHTS” information into a newsletter format for a quarterly update for provider units which is distributed to all approved applicants to inform them about any changes in ANCC and WSNA CEARP CNE application guidelines/criteria and ways to improve their required documentation of applications and provision of CNE; distributed through website and blast e-mail.
- Website is under revision including materials and information as to criteria, guidelines, application forms, and criteria review sheets.
- Provided ongoing consultation with providers of CNE activities by phone and e-mail communications about the application criteria and guidelines.

Goals Still to Be Accomplished

- Continue work with reviewers to achieve goal of 80% agreement on Inter-Rater Reliability reviews.
- Continue development of strategies to improve response rates on applicant evaluation/feedback surveys.
- Strengthen ANCC required monitoring processes of approved Provider Units and other approved activities.
- Update current forms and ensure approved providers are informed of changes in a timely manner.
- Continue work to recruit and retain CEARP reviewers for the committee.
- Recruit new Lead Nurse Planner for CEARP program.
- Develop on going educational offerings to enhance their success.

WASHINGTON STATE NURSES FOUNDATION (WSNF)

Board of Trustees: President: Tim Davis, Mount Vernon; Vice President: Jennifer Graves, Seattle; Secretary-Treasurer: Vee Sutherlin, Nine Mile Falls; Terry Surritt, Tacoma; Susan Glass, Spokane; Sally Herman, Mount Vernon; Sonya Miller, Puyallup; Patricia Tobis, Seattle; Evelyn Street, Olympia; Judy Huntington, MN, RN, WSNF Executive Director.

The WSNF Board of Trustees met four times in the 2013-2015 biennium: April 26, 2013, March 12, 2014; July 31, 2014; March 26, 2015 and they will meet again in April 2015 to prepare for the fundraising activities and Silent Auction to be held at the 2015 Biennial Convention. Between face-to-face meetings, the Trustees act on recommendations of the WSNF investments and conduct additional fundraising activities.

During 2013-2015, WSNF provided financial support in keeping with the WSNF mission to: “acquire and develop funds for clinical, literary, scientific and educational advancement of the nursing profession.”

The WSNF Board of Trustees work closely with Financial Investment Advisor for the Foundation, Tad Donnan, of the investment firm, McAdams, Wright, Ragen, Inc. As stewards of the Foundation funds, the WSNF Board of Trustees’ goal is to have a diversified and balanced portfolio and to make prudent investment decisions in keeping with our WSNF Investment and Financial policies. We are pleased to report that WSNF investments continue to perform well in our diversified portfolio.

In addition to donations, the primary fundraising event in 2013 was the silent auction at the Washington State Nurses Convention. Proceeds from the 2013 Convention totaled $11,598 (Silent Auction: $5,297; Raffle Tickets: $2,101; WSNA Note Cards: $95 and Deo Little Challenge: $4,105). Additionally, over $2,000 was raised for the WSNF during the 2013 WSNF Leadership Conference Silent Auction.

The 2013-2014 fundraising activities included fundraising articles in The Washington Nurse; fundraising at the 2014 Hall of Fame Awards which raised $1,010; and the annual WSNF Leadership Conference Silent Auction for $4,434 and additional donations of $320 received at the Conference.

Scholarships Awarded

For the 2013-2014 academic year, WSNF awarded $10,750 in scholarships to 7 deserving nursing
KING COUNTY NURSES ASSOCIATION
DISTRICT 2

Board of Directors: Angel Mathis, MN, MPH, ARNP, President; Deborah Greenleaf, RN, MN, Vice President; Shannon Roossma-Goldstein, MPH, BSN, RN, Secretary; Janice Ellis, PhD, RN, ANEF, Treasurer; Members At Large: Cindy Jo Allen, RN, MBA; Karen Brozovich, BSN, MPH; Lori Cross, RN, MN; Jacqual Hermer, RN, BSN, BA; Antwinett Lee, MSN, RN; Pamela Newsom, RN, BSN; Maureen Niland, PhD, RN; Anne Poppe, PhD, MN, BSN, BA; RN, Joey Styloski, CRNN, Sue Vermeulen, Executive Director.

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

RN Professional Education
Continuing Nursing Education opportunities included:
• Opportunities in the Affordable Care Act for Nursing.
• Fall Nursing Summit: Practical De-escalation Techniques for Nurses.
• Foot Care.
• Public Health Reserve Corps Orientation.
• Keeping Your RN License Active When You Retire.
• What We Talk About When We Talk About Staffing: Nursing Perspectives and Legislative Priorities in Addressing Safe Staffing in Washington State.
• Caring for Patients with Chronic Pain.
• District Meeting: Employer Hiring Preferences for BSN-Prepared Staff: Contributing Factors and Strategies for Success.
• Ergonomics.
• Getting to the HEART of Motivational Interviewing.
• Positive Influence for Heart Healthy Behavior.
• District Meeting: Practical Self-Care Skills for Nurses.
• Update on Health Reform Implementation.

District Meetings were held each year to provide members with an opportunity to learn about KCNA activities and to announce the slate of officers for election.

Member Services
Annual Shining Star Awards: Awardees were nominated by their peers, and recognized for outstanding achievements in their profession and/or in the community.
• (2013) Nathaniel Swartz, Seattle Children’s, and the Public Health Reserve Corps Nurses (organization).
• (2014) Kate Bracy, Seattle King County Public Health, and Kiko Van Zandt, Seattle Children’s.

Awards and Community Grants:
• (2013) Karin Paulsen: a $500 Elizabeth Thomas Grant to purchase books for a “reading to baby” initiative. Two books per family are distributed by public health nurses to a diverse clientele with children under age two.
• (2013) Debra Stauffer: a $1,000 Community Grant for a Lake City project to expand access to abscess care and sharps disposal for the homeless.
• (2014) Jim Mitre/Heidi Monroe: $1,000 Elizabeth Thomas Grant to purchase Spanish language children’s books for distribution by Nurse Family Partnership program.
• (2014) Emerin Hatfield: $500 Elizabeth Thomas Grant to purchase Spanish language children’s books for distribution by Nurse Family Partnership program.
• (2014) Frankie Manning: $1,000 Grant for purchasing socks for patients at the Seattle-King County Remote Area Access Clinic.

Annually published three issues of Advocate newsletter for all KCNA members and monthly editions of the e-newsletter, News2Use, for those who are subscribed. Remodeled and updated the KCNA Website.

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

Active Special Interest Groups included Nursing Practice and Neighborhood Health.
Provided financial support to KCNA members (randomly selected from applicants) who attended the WSNA Convention and to members attending the ANA Convention.

Community Collaboration
- Provided financial support to nonprofit organizations ($7,000 total each year): Food Lifeline, Northwest Harvest, First Place, YouthCare, The Market Foundation, Real Change (cold kits), Treehouse, Noel House, Project COOL, Heroes for Homeless, Mary’s Place, Union Gospel Mission, Atlantic Street Center, Renton Area Youth and Family Services, Asian Counseling and Referral, Friends of Youth, Washington Women in Need, Nursing Students of Washington State (for convention sponsorship), Filipino Nurses Association, Washington State Nurses Foundation, and Mary Mahoney Professional Nurses Organization.
- KCNA sponsored a table at the annual March of Dimes Nurse of the Year awards event and invited members of the Hispanic Nurses Association, Filipino Nurses Association, and Mary Mahoney Professional Nurses Organization.
- In 2013 & 2014, members organized a table and, in conjunction with Mary Mahoney Professional Nurses Organization, distributed educational materials at the Martin Luther King Day celebration at Garfield High School. In 2015, KCNA further collaborated with Hope Heart Institute to provide personnel and materials at the table.
- KCNA continues to be involved in the issue of homelessness through a variety of projects including member involvement with Project COOL (to pack backpacks for homeless students), preparing 400 cold kits for the vendors of Real Change, collecting needed items for homeless shelters, and conducting monthly health screenings at two shelters.

Student Involvement
In 2013 and 2014, KCNA distributed a total of $60,000 in scholarships to 24 deserving nursing students in King County. Scholarships are awarded to students who show academic excellence and community involvement. Scholarships were available to students pursuing basic or graduate degrees, as well as RNB candidates and graduate degrees.

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

KCNA published several editions each year of the e-newsletter, The Buzz, designed to engage students at the twelve nursing schools within King County. Information about scholarships was sent to nursing schools across the state.

Fiscal Stability
KCNA Board developed and monitors the Strategic Plan that guides the work of the organization. The current plan is for 2011-2016.

The Finance Committee monitors the budget and the investment portfolio to ensure a balanced budget and fiscal responsibility. A Financial Review is completed annually.

PIERCE COUNTY NURSES ASSOCIATION  DISTRICT 3
President: Mike Krashin, RN; Vice President: Vacant; Secretary: Amanda Mackey, RN; Treasurer: Betty Blondin, RN; Treasurer Elect: Agnes Balangue Herron, RN; Executive Director: Julie Long; Board of Directors: Sonya Miller, RN; Evelyn Street, RN; Judy Scott, RN; Karen Tranholt, RN; Josie Hansen, RN; one vacant position.

Issues and Priorities
- Increase exposure of PCNA to our local community and promote nursing and nursing education as a profession. Increase visibility of PCNA through educational offerings, fundraisers, scholarships.
- Continued fundraising.
- Attend high school career fairs and healthcare fairs.
- Celebrate Pierce County nurses and PCNA Nurse of the Year at our annual banquet during Nurses Week.

Goals
- Plan for collaboration with Pierce County Medical Reserve Corp (MRC).
- Continue to offer Spring and Fall Education Programs.
- Create a volunteer committee to manage a larger volunteer pool.
- Have a nursing student participate with the Board of Directors.
- Connect with NSWS (Nursing Students of Washington State).
- Participate in 10 career fairs.
- Increase attendance at educational events.
- Develop a new Scholarship for high school student pursuing nursing with fundraising events.

How Were Goals Met?
- Board of Directors invited to complete MRC application and use board meeting time for an orientation.
- Will attend education programs.
- Created a volunteer committee as a standing committee.
- Invited a PLU nursing student to attend and participate in Board Meetings. He is a NSWS Officer.
- Separate mailings to all PCNA members to offer education offerings as well as descriptions in the newsletters.

Current Status
- Received our 501(c)(3) IRS designation.
- One Officer and Board Seat vacant.
- President and Vice-President resigned and positions were filled by Board members.
- A friendly cohesive team of Officers and Board.
- Updated and streamlined applications for “Nurse of the Year” and Nursing Scholarships.
- Seeking additional invitations for career fairs.
- Receiving adequate applications for “Nurse of the Year” and Scholarship applications to evaluate.
INLAND EMPIRE NURSES ASSOCIATION
DISTRICT 4

President: Libby Zadora, RN; President-Elect: Lori Brown, RN, BSN, DNP/FNP, CCNS; Vice President: Kathleen Brown, RN, MSN; Secretary: Nicole Weiss, RN; Treasurer: Becky Clark, RN; Director at Large: Lynette Vehrs, RN, MN; Francesca Castillo, RN; Christina Duncan, RN, BSN; Education: Wendy Buenzli, PhD (C), RN, BSN, MS; Independent Practice: Bobbi Woodard, RN.

Issues and Priorities
District 4 of WSNA strives to serve and involve our members in a professional organization which fosters and promotes education and supports programs which benefit the nursing profession by adhering to our Mission Statement: The purpose of the IENA shall be to act and speak for the nursing profession and to promote and enhance the accountability and control of nursing practice by the nursing profession through:

- Working for the improvement of health standards and the availability of health standards and the availability of health care services for all people and fostering high standards of nursing.
- Stimulating and promoting the professional development of nurses.
- Advancing their economic and general welfare.

Functions of the IENA
- Promote standards of nursing practice, nursing education, and nursing service as defined by the American Nurses Association (ANA).
- Promote adherence to the ANA Code of Ethics for Nurses.
- Influence legislation, governmental programs, and public health policy.
- Promote and protect the economic and general welfare for nurses.
- Provide for the continuing professional development of nurses.
- Encourage research in nursing and the utilization of research findings as a basis for nursing.
- Represent nurses and promote relationships with allied, professional, community and local governmental groups and with the public.
- Assume an active role as consumer advocate in health.

- Advocate the merits of professional nursing as a career.
- Meet the qualification requirements as a constituent of WSNA.
- Promote relationships with local chapters of the State of Washington Associated Nursing Students.

Goals
- Continue to provide continuing education to members and nonmembers.
- Collaborate and cosponsor events with other nursing organizations.
- Increase utilization of the IENA website and social media.
- Provide opportunities and promote member involvement in the legislative and political process.
- Provide scholarships to members to further their education and to obtain certification in their specialty.
- Recognize leaders in the nursing profession.
- Continue to be a financially sound organization by investing and utilizing funds wisely.
- Donate to worthy organizations.

How Were Goals Met?
- CE events are typically cosponsored by The Association of Nurse Anesthetists and the Nurse.
- Practitioner’s Group of Spokane. The March 2015 breakfast CE is also cosponsored by the Local Unit Officers of District 4.
- IENA employs a web manager who maintains our Website as well as Facebook with all the necessary information and to promote our events.
- Each October we sponsor a Legislative Reception where nurses are given the opportunity to talk with local and state candidates running for office. We invite and encourage members to be involved in the interview process of state candidates along with Richard Burton, WSNA Political Action Coordinator.
- IENA continues to charter a bus to Olympia for Nurse Legislative Day. This event is well attended by Nursing Students from all of the Nursing Schools in Spokane. Feb 2015 IENA will host a get acquainted and what you need to know event for the students the evening prior to Nurse Legislative Day.
- IENA continues to be financially stable and has invested wisely in socially conscious funds, and continues to work within a budget approved by the Board of Directors.
- IENA is honored to provide financial assistance to worthy organizations both locally and internationally. Among the donations provided are:

2013 Donations:
- Cleveland Visiting Scholars ($250)
- USO ($250)
- NAFCON Victims of the Philippine Typhoon ($250)
- Operation Dog Tag ($250)

2014 Donations:
- Cleveland Visiting Scholars ($250)
- Women and Children’s Free Restaurant & Community Kitchen ($250)
- Crosswalk ($250)
- Doctors Without Borders ($250)

- IENA continues to support those who wish to further their education or obtain certification in their specialty. Annual Scholarship Recipients included:

2013 Recipients of $1,000: Rhianna Brady, WSU BSN Student; Rebecca Clark, Chamberlain College BSN Student; Christina Link, Spokane Community College RN and Student.

2014 Recipients of $1,000: Cameron Good RN, BSN, DNP/FNP Student, WSU; Bobbi Woodard, RN, BSN, FNP Student, WSU; Rachael Inman, RN, BSN, FNP Student Gonzaga University; Tiffany Palmer BSN Student, Gonzaga University
• Outstanding nurses in our community are recognized with awards presented at our annual Spring Gala in May. We honored:
  • 2013 Recipient: Alicia Steed, BSN, RN-BC: Lifetime Achievement Award.
  • 2014 Recipient: Susan Schilling, ADN: Lifetime Achievement Award.

YAKIMA VALLEY NURSES ASSOCIATION
DISTRICT 18
President: Jana Hagarty.

Issues and Priorities
• Keep our membership constant or increase our membership.
• Continue District Board meetings on a monthly basis.
• Encourage and support members to be involved at the local, district, and state level.
• President to attend constituent member meetings twice a year in Seattle at the WSNA Office.

Goals
• Continue to support the YVCC and ICN nursing programs with their graduation plans.
• Plan a celebration during Nurses Week for the membership.
• Donate monetary gifts yearly to Union Gospel Mission.
• Encourage and support members who are and desire to be involved at the state level.
• Donate monetary amounts to activities at the state level for example: Leadership Conference, WSNF Auction and Biennial Convention.

How Were Goals Met?
• Goals were met through 2013-2015 by members volunteering their time and at Board Meetings where discussions and business is conducted.

FORT VANCOUVER NURSES ASSOCIATION
DISTRICT 11
District Contact: Marva Petty.

District 11 did not hold meetings during the 2013-2015 biennium. However, the District continues to support the community and WSNA through the following activities:
• Provided continued financial support to the Free Clinic of Southwest Washington.
• Participated in meetings of the Constituent Representative Council.
• Provided financial support for nursing scholarships to the Clark College Foundation in memory of longtime Fort Vancouver District Nurses Association members, Linda Hein and Veda DeColan.
• Provided continuing nursing education seminar for district members and other nurses.
• Sponsored attendance to the WSNA Leadership Conference.
• Provided support for Solidarity Dinner and Rally for PeaceHealth Southwest Nurses.
• Made contributions to WSNF in honor of WSNA staff – Barbara Bergeron and Sally Watkins.
• Made contributions to the WSNF in honor of Fort Vancouver District Nurses Association member, Joan Caley’s induction into the WSNA Hall of Fame.

SKAGIT / ISLAND / SAN JUAN NURSES ASSOCIATION
DISTRICT 16
Sally Herman, President; Alison Zak, Treasurer; Sharon Hooey, Director; Julia Weinberg, Director; Stephanie Swift, Director (2/6/15) (Kathy Brown resigned from being Director in 2013).

Issues, Priorities and Goals
• Safe Staffing, disaster preparedness, ecological impacts in medical setting.
• Promote our Nursing Profession at WSNA and ANA.
• Promote educational growth for nursing students and the RN membership within District 16.
• District participation in WSNA sponsored Events.
• Provide funds for nursing students enrolled at Skagit Valley College and the Whidbey Branch to attend Nurse Legislative Day in Olympia annually.
• Offer scholarships annually of $1,000 or more, to District RN members pursuing Advanced Degrees and ADN Nursing students.
• Recognize and support our District and Regional members.

District 16 provided financial support for Skagit Valley College (SVC) nursing students to attend Nurse Legislative Day in Olympia and faculty who escorted the students to the events each year. This year (2015) 29 students will attend along with 2 faculty members. Half the transportation expense is also paid for by the District. In 2014, the student officers (6) and Cynthia Sarginge (faculty member) attended and we paid for their lodging and registration. The Skagit Valley College Nursing Program now has the expectation that all graduating students attend this event and will receive credits for doing so. District 16 will also provide reimbursement to the two RN members who are attending Legislative events and assisting with the student nurses.

The WSNA Convention was held May 1-3, 2013. District 16 contributed $873 to Washington State Nurses Foundation (WSNF) in 2013, and will again donate $500 to the WSNF for the silent auction to be held during the 2015 Convention. District 16 paid for lodging for 1 night for 9 SVC students and 2 faculty members in 2013 to attend the Nursing Students of Washington
State (NSWS) convention which was held the day following the WSNA Convention.

District 16 also sent $2,000 to WSNA to assist with speaker expenses for the 2014 Leadership training conference held at Lake Chelan, WA.

There was no scholarship given in 2013. In 2014, we gave one scholarship to Kirsten Morse in the amount of $1,500 toward her BSN degree at UW. This year, three applications have been sent out, at their request.

A grant of $1,200 was given to Stephanie Swift to assist her to attend the AANP 2014 Health Policy Conference held March 30-April 1 in Virginia. The purpose of the event was to provide the knowledge and leadership development toward innovations in the NP role, education and healthcare delivery. Stephanie wrote an article for The Washington Nurse as we requested.

District 16 will be awarding a grant to Jaimie Nunez, who is attending the SVC ADN program, to attend an International Scholar Laureate Program Delegation in Nursing and Health Care in Australia in April. She has been selected to represent our local college, as part of a select group of the world’s top nursing students requested to attend. We will expect a follow-up from her to the District Membership and an article for The Washington Nurse magazine.

Since 2011, District 16 has participated in a community action group dedicated to improve access to health care needs in the Skagit County Alliance for Health Care Access (SCAHA), where we have been represented. In the last few months, SCAHA has come under the Skagit County Board of Health and will serve as Population Health Trust Advisory Committee to the Board of Health. The group will develop the community health plan, using the Robert Wood Johnson Health Ranking Model to guide this development.

District 16 helped support the First Regional Nurses and Family Picnic at Hillcrest Park in Mount Vernon August 31, 2013. We also want to sponsor an event this year for the Membership. Plans are being formulated at this time.

District 16 Board of Directors have been discussing Regionalization with District 9 and District 1 (Whatcom and Snohomish Counties). We have had counsel with WSNA in this matter, and will be proceeding with a meeting of the entire membership about our options after gathering more information.

We have not created a District Newsletter to distribute to the membership on a regular basis; however, we are exploring various options in order for the Membership to be kept abreast on current events. We also need to schedule officer elections. So it is our intent to follow up with this very soon.

We will provide a stipend to those Members wanting to attend The WSNA Convention so it is important that each of the members contact one of us early. Contact Sally Herman at sallyherman8123@gmail.com, or Julia Weinberg at julia_we@hotmail.com. Please make time for this very important Convention.

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

KITTITAS COUNTY NURSES ASSOCIATION
DISTRICT 18

Judi Lyons, President; Celeste Tapia, Secretary; Diane Ellersick, Treasurer; Board Members: Diane Barton, Jodi Huschka, Sue Lowatchie, Pam Clemons, Maria Rowbotham, Amy Krogstadt, Jennifer Crane, Paul Kelly.

Issues and Priorities
- Improve communication with members to help settle long overdue contract.
- Regionalize educational meetings to improve member attendance and decrease costs.
- Encourage increased participation at WSNA events including Convention.
- Leadership in Chelan and Lobby Day in February.

Goals
- Inform members on contract language meaning through Local Unit.
- Strive for a good working relationship with administration to resolve issues before grievances arise.
- Sponsor a unity dinner in Ellensburg at least two times yearly for all members.
- Increase officer meetings to monthly.
- Take advantage of WSNA’s excellent blast e-mail program to get information out to all members.

How Were Goals Met?
- Support LU to schedule frequent meetings to discuss contract issues.
- Sponsor events with nearby Districts for continuing education.
- Encourage members to attend WSNA and ANA events and reimburse expenses.
- Recognize and support nurses who participate on District, Local Unit, Nurse Practice, Safe Staffing and Conference Committee levels.
- Utilize e-mail blast program and robo calls to members to get needed information to all members.
PROPOSED RESOLUTIONS
Support for Public Health Funding and Services

Whereas,
Many Washingtonians suffer from preventable illness and premature death that public health can help prevent. We know what needs to be done, but we often do not have the capacity to do it, and

Whereas,
In Washington State, public health funding and service levels vary significantly depending on where you live, and

Whereas,
Public health funding has eroded, threatening basic services and our general public health, and

Whereas,
A baby born to an African American mother is twice as likely to die before reaching his or her first birthday than a baby born to a Caucasian mother¹, and

Whereas,
Recent research has shown the value of early intervention and prevention with families who have young children. Evidence based programs such as Nurse Family Partnership (NFP) and Maternity Support Services (MSS) provide critical help to families and children during critical developmental times. Children who are exposed to stressful environments such as homelessness, food insecurity, violence and poverty are at high risk for long term health and mental health problems. Nurses have served a key role in these programs and provide the expertise for the development of future programs based on the newest research, and

Whereas,
WSNA has historically supported funding efforts for these and other early intervention and prevention programs that utilize the expertise of nurses and nurse practitioners. One recent example of this type of program is the Best Starts for Kids initiative in King County. This initiative will fund programs such as Nurse Family Partnership (NFP) and Maternity Support Services (MSS) as well as programs that bring nurses into child care centers assuring safe and effective early learning opportunities.

Be It Therefore Resolved,
That WSNA support funding efforts for early intervention and prevention programs in public health that utilize the expertise of nurses and nurse practitioners, and

Resolved,
That WSNA support local and state efforts to ensure a fair distribution of health where everyone has the right to pursue and achieve his or her full health potential, and

Resolved,
That WSNA support local, state and national efforts to secure an adequate long-term stable source of funding for public health to ensure a robust public health infrastructure including public health nurses and nursing services in all communities.

¹ “The Growing Color Divide in U.S. Infant Mortality” from Population Reference Bureau
PROPOSED RESOLUTION 2

Prevention of Workplace Violence

Whereas,
There has been a definite increase in workplace violence in the United States, including all health care settings, such as free-standing clinics, hospitals, long-term care facilities and community and home visit settings, and

Whereas,
In 2010, the healthcare industry overall reported 600,000 workplace injuries, more than any other occupation. Workplace injuries cost the healthcare system $31 billion in 2011. Of all the health care professions, nurses and nursing assistants suffer the largest number and highest rate of incidence of workplace violence, and

Whereas,
Patients and clients of healthcare workers are the source of more than one-half of workplace assaults, and

Whereas,
Horizontal and vertical violence has increased in the workplace, and

Whereas,
Domestic violence, child abuse and gang violence is happening more frequently in the health care environment, and

Whereas,
Methods to prevent, de-escalate, and respond to violence are well documented in the medical and social science literature, and

Whereas,
Precedence exists for legislative action to raise the penalties for violence against health care workers and to deter the occurrence of violence in health care settings, and

Whereas,
Legal definitions of workplace violence against health care workers have been developed and been enacted into several States’ Laws, including Washington State, and

Whereas,
To be effective, State Laws must require all health care facilities to develop and implement comprehensive workplace violence prevention plans including: ongoing safety and health training and education of all employees, sufficient onsite security and staffing, management commitment and employee involvement, worksite analysis, hazard prevention and control, and recordkeeping and program evaluation.

Be It Therefore Resolved,
That WSNA develop communications and other strategies to increase awareness of RNs, managers, employers, policy makers and the public about workplace violence laws and the dangers of violence in all health care settings, and

Resolved,
That WSNA support the efforts to assure compliance with existing laws and regulations including those that require front-line worker involvement in development, implementation and evaluation of workplace violence prevention plans, and

Resolved,
That WSNA advocate for measures to prevent violence in healthcare settings including:

• development of stronger workplace violence safety standards
• additional Federal and State legislative and regulatory protections, and
• encourage development of contract language to address violence in the workplace.
PROPOSED RESOLUTION 3

Opposing “Right to Work” Laws

Whereas,
Efforts to amend the National Labor Relations Act and other federal and state collective bargaining laws to eliminate union security clauses in collective bargaining agreements undermines union membership and labor organizing nationwide; and

Whereas,
“Right to work laws” inhibit the rights of workers by limiting the ability of registered nurses, teachers, police officers and other workers in both private and public sectors to successfully advocate for fair working wages and benefits that protect them and the people they serve; and

Whereas,
“Right to work” laws hamper union organizing and eliminate workplace protections for hard working Americans, setting back the labor movement that promoted civil rights, women’s rights and economic justice; and

Whereas,
The Economic Policy Institute published a study on the income gap between “right to work” states and states that honor union security agreements demonstrating that hourly wages are 16 percent lower in “right to work” states; and

Whereas,
Health insurance, pensions, and safety standards are lower for workers where “right to work” laws exist, and health and safety standards are so weakened by “right to work” laws that workplace deaths have increased by fifty-one percent in states that enacted them; and

Whereas,
Quality care and justice for patients in profit driven health care systems are jeopardized when registered nurses are silenced through “right to work” laws; and

Whereas,
“Right to work” laws are not about having rights, but denying them, offering workers nothing more than the right to work without a contract, without guarantees of employment and fair working conditions,

Be It Therefore Resolved,
That WSNA strongly oppose “Right To Work” actions in Washington State and support other national efforts, believing that all workers have a right to fair wages and safe working conditions including a practice environment for all nurses that supports high quality patient care and the ability to exercise their rights to collective bargaining.
Strengthening Nurse Staffing Laws to Save Lives and Prevent Errors

Whereas, medical errors are the third leading cause of death in the U.S. It has been estimated that as many as 400,000 patients die each year as a result of preventable medical errors. Tragically, very little progress has been made in improving conditions since the Institute of Medicine’s 1999 report, “To Err is Human,” first brought the problem to national attention; and

Whereas, hospital patients are also at risk for preventable infections and unnecessary complications that may prolong their stay and threaten their recovery; and

Whereas, many patients are discharged without adequate education about their medicines and treatment protocols, which may lead to unnecessary readmissions

Whereas, the Patient Protection and Affordable Care Act (ACA) attempts to fix these problems by creating payment systems that reward or punish hospitals based on readmissions, hospital-acquired infections, mortality, patient satisfaction and other quality indicators; and

Whereas, decades of evidence-based research have established the relationship between nurse staffing and factors such as:

- **Patient Deaths:** A one-patient increase in a nurse’s workload increased the likelihood of an in-patient death within 30 days of admission by 7 percent. Mortality risk decreases by 9 percent for ICU patients and 16 percent for surgery patients with the increase of one full-time equivalent RN per patient day. Nurse staffing shortages are a factor in one of every four unexpected hospital deaths or injuries caused by errors.

- **Medical Errors:** A study of medication errors in two hospitals found that nurses were responsible for intercepting 87 percent of all medication errors made by physicians, pharmacists and others before the error reached the patient.

- **Complications and Infections:** Facilities with nurse staffing levels in the bottom 30 percent were more likely to be among the worst 10 percent for heart failure, electrolyte imbalances, sepsis, respiratory infection and urinary tract infections. Lower nurse staffing levels led to higher rates of blood infections, ventilator-associated pneumonia, 30-day mortality, urinary tract infections and pressure ulcers. Large patient loads and high levels of exhaustion among nurses were associated with greater rates of urinary tract and surgical-site infections. As nurse staffing levels increase, patient risk of hospital-acquired complications and hospital length of stay decrease, resulting in medical cost savings, improved national productivity, and lives saved.

- **Readmissions:** Reducing readmissions is a significant goal of the ACA. Each one-patient increase in a hospital’s average staffing ratio increased the odds of a medical patient’s readmission within 15-30 days by 11 percent and a surgical patient’s readmission by 48 percent.

- **Patient Satisfaction:** Patients on units characterized as having adequate staff were more than twice as likely to report high satisfaction with their care, and their nurses reported significantly lower burnout.

(Continued next page)
Burnout and turnover: In August 2012, approximately one-third of nurses reported an emotional exhaustion score of 27 or greater, considered by medical standards to be “high burnout.” Each additional patient per nurse (above four) is associated with a 23 percent increase in the odds of nurse burnout.

Lower costs: A 2009 study found that adding 133,000 RNs to the U.S. hospital workforce would produce medical savings estimated at $6.1 billion in reduced patient care costs

Whereas, Another recent study by the Agency for Healthcare Research and Quality (AHRQ) showed that increases in hospital nurse staffing levels are associated with reductions in adverse events and lengths of stay and also found that increased staffing levels do not lead to increased costs and that increasing the number of registered nurses, as opposed to other nursing positions, led to reduced costs, and

Whereas, WSNA has for many years, lobbied and supported state and federal laws to set minimum standards related to the number of patients assigned to registered nurses for each hospital unit and shift, with the ability to make upward adjustments based on a plan established by a nurse staffing committee in each hospital that takes into account factors like acuity, skill mix, department layout and patient population, and

Whereas, In 2008, WSNA and others successful lobbied for passage of the Safe Nurse Staffing Legislation (House Bill 3123) that required hospitals to establish a nurse staffing committee composed of at least one-half direct care nurses. These committees were to develop, oversee and evaluate a nurse staffing plan for each unit and shift of the hospital based on patient care needs, appropriate skill mix of registered nurses and other nursing personnel, layout of the unit, and national standards/recommendations on nurse staffing, however the hospital CEO retained the power to accept or reject the staffing committee’s plan, and

Whereas, In recently conducted surveys of WSNA represented Registered Nurses, nurses reported that despite the passage of the 2008 nurse staffing law, they continue to experience significant understaffing, the inability to regularly take uninterrupted meal and rest breaks, and staffing committee recommendations in most hospitals are not being implemented; 82% of RNs surveyed said they would support or strongly support a proposed new law that would set minimum nurse-to-patient staffing ratios in each hospital unit.

Be It Therefore Resolved,
That WSNA develop a comprehensive plan, including local, state and national strategies, to enact additional legislation and regulation that will strengthen the current WA nurse staffing law and require hospitals to implement minimum nurse-to-patient ratios, adopt the staffing plan established by the hospital nurse staffing committee, and hold the hospitals accountable if they do not comply, and

Resolved,
That WSNA continue to assist local units in negotiating contract language establishing safe staffing levels and policies that ensure proper nurse staffing; as well as language that requires hospitals to regularly report and share data on staffing, patient satisfaction and patient outcomes to enable nurses to assess current effectiveness and staffing needs; and

Resolved,
That WSNA develop additional resources designed to empower nurses through education about healthcare payment systems and other business factors that impact staffing, economic implications for staffing plans, and evidence-based research linking nurse staffing to quality outcomes.

Be prepared for the unexpected.
Get a WSNA Emergency Preparedness Kit.

<table>
<thead>
<tr>
<th>Standard Kit</th>
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<tr>
<td>8 Datrex Emergency Drinking Water Pouches</td>
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<td>1 Datrex packet of 9 food bars</td>
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<tr>
<td>1 Thermal Blanket - 84” x 52”</td>
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<tr>
<td>2 Air-activated 12-hour body / hand warmers</td>
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<td>1 Hooded Poncho</td>
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<td>3 Trash Bags</td>
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<td>2 12-hour light sticks</td>
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<td>1 flashlight with 2 D cell batteries</td>
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<td>1 deck playing cards</td>
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<td>1 pair leather palm gloves</td>
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<td>1 sling bag</td>
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<td>1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard waste bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)</td>
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<tr>
<td>1 first aid pack (3.2&quot;x2&quot; gauze pads, 1.5&quot;x9&quot; abdominal pad, 10 plastic strip bandages, 1 roll Kendall tape, 3 antiseptic towelettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes)</td>
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**ORDER DETAILS**

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<th>Standard Kits</th>
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<td>First Responder Kits</td>
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$12.50 shipping charge per item + 

Subtotal = 

9.50% sales tax + 

**Total** = 

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

Name

Address

City

State

Zip

Phone Number

Employer

Personal Email Address

Member*  Retired

- $299 Full Convention (Early Bird)  - $125 Full Convention
- $350 Full Convention (Extended to Mar 1)  - $50 Wednesday Only
- $150 Wednesday Only  - $50 Thursday Only
- $150 Thursday Only  - $50 Friday Only
- $150 Friday Only

Non member

- $350 Full Convention (Early Bird)
- $400 Full Convention (Extended to Mar 1)
- $180 Wednesday Only
- $180 Thursday Only
- $180 Friday Only

- $50 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.

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

PAYMENT

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

Card Number

Exp. Date

Cardholder Name

Cardholder Signature

THURSDAY OPTIONAL SESSIONS

(Space is limited to the first 25 registrants for each session)

- 10:30 a.m. Simulation Lab
- 1:00 p.m. Simulation Lab

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)

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Or Fax

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

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

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

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

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To make a donation or to apply for a grant, visit www.wsna.org/wsnf
Update on Ebola

An in-depth analysis with Washington State Health Officer Kathy Lofy, MD

Recent reports indicate that while the Ebola outbreak continues in Africa, the number of cases seem to be slowing. In Washington state, public health officials say that’s welcome news, although efforts to track and prevent the virus continue unabated.

“In West Africa, Ebola transmission appears under control in Liberia, though Sierra Leone and Guinea are still seeing transmission,” says state health officer Kathy Lofy, MD. In part, Dr. Lofy says, all chains of transmission have not been brought to the attention of health authorities, allowing its continued spread.

The World Health Organization reported in March a total of 24,282 suspected cases of Ebola and 9,976 deaths from the disease, though authorities with the organization believe there have been many more unreported cases. It’s been the biggest outbreak of Ebola in history.

Against this backdrop, Washington health care workers continue to perform screenings, including asking patients if they’ve recently traveled to Africa.

“Last fall, our federal government set up a system for screening travelers returning from West Africa and the information about those travelers is being passed on to state health departments,” says Dr. Lofy, a pediatrician and epidemiologist. “Public health departments here monitor those people for 21 days after they arrive. Over the past several weeks, we have been monitoring on a daily basis somewhere around 10 travelers. We think the risk is low if someone would return from one of those countries, somehow bypass monitoring and present at a local hospital with symptoms, but we’re still asking clinics and hospitals to ask people with symptoms consistent with Ebola if they’ve recently traveled to Africa.”

In total, more than 135 people have been monitored in Washington, she said.

The virus is acquired through direct contact with bodily fluids, Dr. Lofy reminds health care workers. “In many ways, it’s less contagious than a lot of respiratory viruses, like TB or measles,” she says. “You really need...”
to have direct contact with bodily fluids. The symptoms develop two to 21 days after exposure to the virus. Another important thing to know is that people are not contagious before they develop symptoms.”

**CONTINUED PREPAREDNESS**

Washington State is expected to receive a $3.5 million federal grant for Ebola preparedness and readiness planning, Dr. Lofy says. They are currently in the process of determining how to spend the funds, although they know some of it will go directly to hospitals and health care coalitions to reimburse expenses invested in preparing for potential Ebola cases.

“We have three hospitals here in Washington, Harborview, Seattle Children’s and Sacred Heart Medical Center in Spokane, that have been designated top-tier Ebola treatment centers,” she says. “The CDC recommends states develop a three-tiered readiness system, with the top tier capable of assessing and caring for patients during the full duration of the illness. The second-tier assessment hospitals need to be able to assess patients and potentially care for them up to 96 hours. And then the third tier are front-line health care facilities which can screen, isolate and care for patients up to 24 hours. The federal money is to make sure we have an adequate number of treatment and assessment facilities in our state to reach this level of readiness.”

Prior to the outbreak, only a few hospitals around the country had been identified as treatment centers for highly contagious diseases, notably, the University of Nebraska, Emory and the National Institutes of Health.

“Facilities in Washington have sent their providers to classes at these hospitals, and that has been very helpful,” Dr. Lofy said.

Additionally, the CDC sent out a Rapid Ebola Preparedness team who visited the three top-tier hospitals in Washington to review their programs, she said, adding, “They also observed health care providers in these hospitals and watched them putting on and taking off all the personal protective equipment that must be worn. This helped identify any gaps in planning and preparedness. We feel very confident these hospitals are ready to care for patients.”

**STRONG PARTNERSHIPS**

Planning has been greatly aided by a major, cooperative effort between the Washington State Department of Health, the Washington State Hospital Association, the Washington State Medical Association and the Washington State Nurses Association, she says.

“All communicable disease outbreaks require strong collaboration between the public health system and the health care delivery system,” Dr. Lofy says. “In a lot of ways, health care providers are what I like to call our eyes and ears for public health. During this Ebola outbreak, this collaboration is even more important because of the seriousness of the disease.”

If someone is thought to have a potential Ebola infection, public health officials need to work closely with health care workers to get that person to a facility where he or she can be assessed safely, she said. They’re determined not to repeat what happened in Dallas last fall when two nurses became infected at a hospital after caring for a patient with Ebola.

**LESSONS LEARNED**

“What happened in Texas was a big wakeup call to public health, providers and facilities through the country,” Dr. Lofy said. “Nurses need to be trained to adequately protect themselves. We learned a lot from what happened in Dallas, not just about personal protective equipment, but that we also need to do with medical waste, how to develop systems for monitoring health care workers after they care for someone with Ebola, and how to make sure specimens are cared for properly in the laboratory. And the public health establishment learned we needed to have systems in place where we could clean up public and private spaces potentially contaminated with the virus.”

The Ebola epidemic has taught a number of lessons that can be applied to other infectious diseases, Dr. Lofy said. “We know from history that it’s going to happen again — like SARS in 2003 or the 2009 influenza pandemic. With all this information we’ve learned, hospitals will be better prepared for the next communicable disease outbreak. Most recently, avian influenza viruses were detected in birds in Washington. It’s not normally transmitted to people, but birds can spread it on rare occasions. Those infected may need a hospital to care for them, and we want to make sure strict infection control procedures are being followed. We know how to do that better now.”

Kathy Lofy, MD, is the State Health Officer/Chief Science Officer for the Washington State Department of Health. As the state’s top public health doctor, her role includes advising the Governor and the Secretary of Health on issues ranging from health promotion and chronic disease prevention to emergency response.
Washington Center for Nursing Announces Sofia Aragon as New Executive Director

The Washington Center for Nursing (WCN), the statewide nonprofit nursing workforce center, has announced the selection of Sofia Aragon JD, BSN, RN as its new Executive Director. Sofia, who was hired after a nationwide search, began at WCN on April 1. Sofia is joining WCN after six years of work as the Senior Governmental Affairs Advisor for WSNA.

“While this is obviously a great loss for WSNA, it is a great gain for WCN and the nursing profession in Washington State. Sofia’s past experiences and commitment to the nursing profession will undoubtedly take WCN to new heights. As a founding and ongoing member of WCN, WSNA staff and members will continue our strong partnership with WCN and look forward to working closely with Sofia in her new role,” said Judy Huntington, MN, RN, WSNA Executive Director.

As the Executive Director, Sofia will lead WCN’s work that focuses on promoting nursing as a desirable career; developing and managing data about the nursing workforce; identifying and disseminating information on best practices in nursing recruitment and retention; and increasing access to all levels of nursing education. WCN collaborates with stakeholders in workforce development, education and practice in Washington and across the United States to address nursing workforce issues.

“The WCN Board of Directors is excited and pleased to bring Sofia on board as our new executive director,” said Victoria Fletcher MSN, ARNP, FACNM, WCN Board President. “Sofia’s background and experience will be a great asset in moving forward the work of WCN benefitting nurses in the state and WCN’s many partners.”

In addition to her work at WSNA, Sofia also serves as an adjunct faculty member at the Seattle University College of Nursing and as a legislative externship site supervisor at the Seattle University School of Law. Other experience includes working at the WA Department of Health Community and Family Health Division as the legislative and policy manager; as the contracts manager with DOH’s HIV Client Services; and direct-care nursing positions with Providence Medical Center and the Rainier Park Medical Clinic in Seattle.

Sofia also serves as the chair of the Governor’s Commission on Asian Pacific American Affairs; as president of the Washington chapter of the American Association of Nurse Attorneys; and is a member of Filipino Lawyers of Washington. She holds a Washington State Registered Nurse license and is a member of the Washington State Bar Association.

“I’m thankful to the Board for this opportunity,” Sofia said. “With the tremendous changes in healthcare over the past few years, I’m excited to take on this role to further advance the nursing profession.”

King County Nurses Association

Join KCNA for the Annual Meeting & Spring Banquet!

King County Nurses Association will celebrate its 112th year and the 2015 National Nurses Week at its Annual Meeting & Spring Banquet on Thursday, May 7, 5:30-9 p.m. at the Ballard Beach Club (formerly Shilshole Bay Beach Club). If you have attended previously, you know this is a fun and festive evening to celebrate nursing. We will present our annual Shining Star nurse awards, meet the 2015 KCNA Scholarship recipients, and enjoy active bidding in KCNA’s annual auction (100% of proceeds benefit the KCNA Scholarship Program). There will be hors d’oeuvres to enjoy while watching the ships ply Shilshole Bay, and a lovely buffet meal of Northwest foods. Register by April 27: www.kcnurses.org (“Events”). Hope to see you there!

Inland Empire Nurses Association

The Inland Empire Nurses Association has been busy with planning, sharing, learning and getting fellow colleagues and nursing students involved. Nurse Legislative day in Olympia on Feb. 9 started with an IENA charter bus which transported 53 students and nurses to Olympia. IENA sponsored a “What You Need to Know” the night before to provide the students with what to expect the following day, briefing of the WSNA sponsored bills, and encouraging students to tell their “stories” to their legislators.

Monday was full of networking, sharing and learning about legislative issues important not only to nursing, but more importantly to the well-being of those we care for. We all had the opportunity to speak with our legislators regarding WSNA priority bills and many other areas of concern. Many of us had the great opportunity to mentor the students in “how to talk with your legislators,” and the importance of doing so.

On March 21 we heard from Margaret C. Holm from the Nursing Commission regarding Legal Elements of Documentation and other Emerging trends. May 6 is IENA sponsored Spring Gala to celebrate and honor nurses, with Dr. Wendy Buetzli RN, Associate Dean Spokane Community College, speaking on the topic “Gratitude – the Key to Joy in Nursing Practice.” Let’s honor each other and share in the enjoyment of being involved in whatever way is right for you.

With gratitude and joy to being part of a great profession,
— IENA President Libby Zadra RN
New Members

WHATCOM COUNTY

BARRY, MEGAN
CRIDER, CHELSEA
DAVIS, SARAH
HANSON, DANIELLE
HEAPS, TRACI
HOWARD, SHARI
JANEZIC, JESSICA
LECLAIR, HEATHER
MARIE, PAMELA
MCCINNIS, STACEY
MERCILLE, AUDRA
MONCALEANO
LAWSON, MONICA
PARRY, VANESSA
PUTNAM, DOREEN
RAMON, SARAH
ROBINS, ETHAN
RODGERS POTTER, LISA
SALIRE, MARIA TERESA
STARINCHAK, LISA
ZINGRONE, JESSICA

JANEZIC, JESSICA
AYANA, BINYAM
ANDERSEN, THOMAS
ACHOLONU, KIMBERLY
ABDULLE, MARYAN
ZINGRONE, JESSICA
CURTIS, KATHRYN
CURDE, SARAH
CORBILLA, EMMA
COLEMAN, PAUL
CARBALLO, HEATHER
CRIDER, CHELSEA
DUMONT, ELYSE
DUNFORD, DOROTHY
ERICKSON, KATHLEEN
FAGAN, TROY
FATAJO, EBRIMA
FRANK, LINDA
GARAAS, SUSAN
GONZALES, ELYSIA
GRANNEMANN, AMY
GRANT, EMILIE
GRASSELL, JOANNA
GROVES, KERRY
HAMILTON, MELISSA
HANSEN, JESSICA
HATOM, CLAUDE
HAVLINA, HILLARY
HEERA, VARINDER
HENDERSON, WILLIAM
HITCH, JENNIFER
HOLLAND, LINDA
HOSTETLER, KASEY
HOUGHTON, REBECCA
HOWEL, CHRISTINE
HUFFMAN, RYAN
HUGHES, THERESA
HUNTINGTON, RYAN
HUTCHISON, RUSSELL
JOHNSON, ROBBIN
JONES, JAMES
KELLOGG, KRISTOFFER
KELLY, RACHAEL
KESSELER, MEGAN
KHALEGHI, SUSAN
KINKED, FAYE
KIROSOVSKI, DELANA
LARSEN, ANNE
LEARY, AINSLEY
LOMBARDINIZ, KERIN
LYON, MAX
MACH, MIRIAM
MAHONEY, KATHERINE
MALONEY, KRISTEN
MARCUCI, BRENNAE
MATTES, JOANNA
MCCANN, JESSIE
MCCLOURE, ENJOLLA
MCCORMICK, DELANEY
MCDONALD, RHIANN
MCGRATH, SHANNON
MCLERNON, EMILY
MCNAUGHTON, MARY
MEEKINS, MEGAN
MIDDLEBROOKS, ERIKA
MILLS, LYDIA
MONILLAS, AMARA
MONToya, TRINA
MORSY, KATHLEEN
O'HARA, JESSICA
OMER, HAYAT
ORMSBY, ASHLEx
PARDEU, KRISTINA
PERKINS, ELISE
PIA, LINDA
POLSTON, TENAYA
POWELL, LINDSEY
RAJ, SABRINA
ROBERTS, SYLVIA
ROBINSON, GAYLE
ROBINSON, KATHIE
RODRIGUEZ, JAMIE
ROHWER, CAROLYN
ROMOSEN, CAITLYN
RONALD, CRYSTAL
ROOSMA-OLDSTONE, SHANNON
ROWAT, SABRINA
SABALLY, ABDOULE
SAALAR, LORENA
SARKINEN, CHAD
SCHWANK, LISA
SEATON, IVONNA
SESON, ELGIN
SILVA, SARA
SINKOVA, NATAYA
SKETLON, CRISTAL
SKINNER, ALEZIA
SMITH-SHANGROW, KENNA
SOELLING, ERICA
SPENCE, ALLISON
STILLMAN, LISA
SUTLIFE, EIRAWEN
SWANSON, KRISTEN
TAUB, JINA
TEODORO, MARIA
THORN, CHRISTOPHER
TIMOL-PADRIGA, MARIE THERESE
TOBIAS-BARR, ROSSETTE
TSN, JULIE
UN, JULIE
WADA, LAUREN
WAINSCHOTT, JENNIFER
WASHINGTON, KIMBERLY
WATSON, ALEXANDRA
WEBER, EUNICE
WILHITE, HEIDI
WILLIS, JILL
WILSON, AMY
WILSON, BRITTAN
WILSON, RONALD
WITZGREUTER, JESSICA
WOLCOTT-MACCAUSLAND, PHOEBE

PIECE COUNTY

ABELITA, ARNEL
ACUNA, HARRIETTE
ADAMS, RACHELLE
AKERS, KAYLA
AMAN, KIMBERLY
ANDREWS, DON
ATKINSON, HEIDI
BABB, DAPHNE
BAM, POONAM
BECKER, AUDRA
BEZMAN, IANA
BILLINGS, CRYSTAL
BLACK, MORONI
BROOKS, KATHEY
BRUTON, SHAWNA
BUBB, REBECCA
CARROLL, EMILIE
CHANDLER, EMILY
CHIDESTER, KATHERINE
CHYSYNSKA, ALLA
CLENDENIN, KAREN
CLOSE, MELINDA
CRESPO, ANGELA
CROWELL, MARY
DADASHOVA, IRADA
DAWSON, IRADA
DEACON, HALEY
DELAVERGNE, JENNIFER
DELPH, SARAH
DOWDS, SHIRLEY
DOWELL, CHRISTINA
ELMORE, MARY
ESCHBACH, SHANNON
ESHAUGH, TERRA
EVERSON, JUNE
FARRELL, KENNETH
FONTANA, LAWRENCE
FRANKSON, STEPHANIE
GARCIA, ROXANE
GARDNER, SHANA
GEORGE, GIJ
GIAMPAPA, JAIME
GIPSON, STEVIE
GLASER, PAULA
GLAVATSKY, LILYIA
HAIRE, NATALIA
HANLEY, SARAH
HARTFORD, PAIGE
HIESTAND, FLORENCE
HOANG, LYNN
HUFFMAN, KRISTINA
HOLMAN, KELLY
HREN, BLAKE
IDE, MICHELLE
JACOBS, JEREMY
JAMIESON, SHANTEL
JEANBLANC, CHRISTINA
JOHNSON, JACOB
JOHNSON, RACHEL
JOSEPH, ALISON
KEAN, ALEXANDER
KHALAJ, CATALINA
KIM, AHIJIN
KIM, MICHELLE
KNIEF, VICKIE
KOSLOSKI, JESSICA
KROPF, CHRISTINE
KRUSEMARK, CARLY
KUSH, ASHLEY
LAVOCHIN, JULIA
LOVROVIC, ALEIGH
LUU, SUSANNA
MARQUINEZ, QUEENIE
MILHOLAND-ZEH, MICHELLE
MILLER, JON CAROL
MUNSON, MONICALYNN
NAIDU, GERESHA
NEALON, MICHELLE
NEGA-ASRAT, SEMHAR
NEWMAN, KRISTAL
NORRIS, MARCY
PANELO, GARLAND
PARKER, ELIZABETH
PASCIA, IOAN
PHAM, MANH
PICKEREL, TERRI
PINKELMAN, KATHERINE
PRUTZMAN, RHEANNA
REPAR, TIFFANY
SATT, EMILY
SCHUMACHER, FARAH
SHERWOOD, LAINISHA
SKINNER, MICHAEL
SLAVENS, JUSTIN
STEPHENS, ANTHONY
SUMA, NANCY
TANNER, MARICAR
THOMAS, CASEY
THOMAS, PATRICIA
TIAMZON, JOHANN
ULSH, KIMBERLY
TOPEL, MICHELLE
UNDERWOOD, JESSICA
URVINA, MARTHA
WAGNER, STEPHEN
WALNY, CASSANDRA
WARD, MAGGIE
WEINMAN, JILL
WENNDT, KATHERINE
WOODSON, MARIA
YOUNG, KRISTAL
ZINGRONE, JESSICA

SPOKANE / ADAMS / LINCOLN / PEND OREILLE COUNTIES

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BAKER, TANYA
BARNES, NICOLE
BARTLETT, SHANTIANA
BELCH, REBECCA
BENZO, CHRISTINA
BONIFACE, EMILY
BORDEAUX, DENNY
BOT, AUBREY
BOWLER, KIMBERLEE
BOYD, TAYLOR
BRAUCH, KATHLEEN
BRONWOSKI, SARAH
BROUSSARD, KAILAH
BUCKET, LISA
CASPARY, TEASHA
CHESELETTE, JANE
CHRISTENSEN, GARREN
CLINE, OLIVIA
COWLEY, SARAH
COUCH, LORI
CRAIN, LYNNESE
DILL, BAILEY
DUENICH, JESSICA
ERNI, LORI
GACEK, DANIELLE
GILLINGHAM, ERIN
GONSALVES, NICOLE
GRIGGS, DEE DEE
GRIGORYAN, SAMUEL
GUEVARA, NICOLE
HOOPER, KATIE
JANSHEN, JOCelyn
JOHNSON, NICHOLAS
JUNE, KATHLEEN
KITTLESTED, DAKENE
KOOP, KATRINA
LAMBERT, BONNIE
LARSEN, ANNE
LARSEN, LUCY
LARSEN, MEGAN
LEBLANC, BRIDGETTE
LIELEFIELD, MACKENZIE
LESTER, CASSY
LIM, EE XIN
MANGER, MELANIE
MCKINNEY, HEATHER
MERRIMAN, KACEY
MONTOUR, KALIE
MOWBRAY, NICOLE
MURRY, AMANDA
NOBLES, ANGELA
NUSS, DEBRA
OHPARDT, KAYLA
ORTH, DEBORAH
PRESTON, KATHERINE
PYPER, KIMBERLY
REED, SHAWN
RODRIGUEZ, KAYLA
SASSMAN, KIMBERLY
SATHER, PENNY
SHAFER, AMANDA
SHELBY, TRACY
SINGLETON, LAURA
Membership Update

By Patrick McGraw

Do you have a new address or phone number? Would you like to revise the method of your dues payment? Update your membership with a change of information form.

A yellow change of information form was included with each membership card that was sent by mail in early 2015 to WSNA members who pay dues via payroll deduction. The change of information form is a great way to let the WSNA membership department know of a new mailing address, phone number or home email. A change of information form can also be used to provide an update to employment status (such as an increase or reduction in FTE or an upcoming leave of absence).

Members can indicate a change of dues payment method using the change of information form. As a reminder, members can pay their WSNA membership dues annually, by installment (three payments per year) or monthly via electronic funds transfer or payroll deduction.

If there is no new information to provide, please hold on to the yellow form for future use.

A change of information form can also be found on the WSNA Website at www.wsna.org/Membership/COI. Please contact the membership department with any questions by calling 206.575.7979 or by email at membership@wsna.org. Thank you for your continued support of and participation in WSNA.

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, leaving or joining 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.
LABOR ACTION LEADS TO VICTORY FOR NURSES AT SKAGIT REGIONAL HEALTH!

With 17 negotiation sessions completed over the course of many months, progress still remained slow at Skagit Regional Health and the negotiating team was fighting off alarming proposals like pay for performance, changes to the grievance process and even cuts to bereavement leave. The team knew that it was time to step up the pressure and let hospital management know that nurses were united in fighting for a fair contract. Heading into the 18th negotiation session, nurses and community members gathered for a showing of solidarity at the planned site of the negotiation session. Even though management switched locations at the last minute, the nurses stuck to the plan and rallied community support with balloons and signs. Newspaper coverage in the Skagit Valley Herald helped bolster support. In a win for nurses and the community, a tentative agreement was reached just one negotiation session later and the nurses ratified the contract on March 17th.

PHOTOS: BEN TILDEN
PERFECTLY ORGANIZED

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

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

Available for order by mail, telephone or fax.

Order Form  Continuing Competency Record Keeper Kit

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