MAKING THE CASE

THE VALUE OF NURSING
HER CAPE IS INVISIBLE.
HER POWER IS NOT.

Find Your Super Power.

**WSNA E&GW Leadership Conference**
September 27–29, 2015
Campbell’s Resort, Chelan, WA

Featuring:
AFT President Randi Weingarten
Nurse Humorist Patty Wooten
Sally Watkins, PhD, RN

Courses on:
- Essential Skills in Organizing
- Local Unit Leadership
- Increasing Member Engagement
- Advocacy & Action

Local Unit Council
Local Unit Awards Gala

Find out more on page 30 and register today at [www.wsna.org/leadership](http://www.wsna.org/leadership).
MAKING THE CASE:
THE VALUE OF NURSING
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<table>
<thead>
<tr>
<th>You Were Represented</th>
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<tbody>
<tr>
<td>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...</td>
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<tr>
<td>• AFT/NFN Professional Issues Conference &amp; National Labor Academy</td>
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<tr>
<td>• AFT Nurses and Health Professional Program and Policy Council meetings</td>
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<td>• AFT State Federation Presidents Conference calls</td>
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<td>• Alliance of Nurses for Healthy Environments (ANHE) Policy/Advocacy Committee</td>
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<td>• American Academy of Nurse Practitioners Region X</td>
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<td>• American Cancer Society Cancer Action Network</td>
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<td>• American Nurses Association (ANA) Board of Directors meeting</td>
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<td>• ANA Nursing Practice Network conference calls</td>
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<td>• ARNPs United of Washington State</td>
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<td>• ARNP Coalition</td>
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<td>• Bellevue College Nursing Advisory Board</td>
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<td>• CEARP Committee Meetings</td>
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<td>• Children’s Alliance</td>
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<td>• Clark Community College Allied Advisory Board</td>
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<td>• Collaborative on a Healthy Environment (CHE-WA)</td>
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<td>• Council of Nurse Educators of Washington State (CNEWS)</td>
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<td>• DOH Healthcare Associated Infections Advisory Committee</td>
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<td>• DOH Midwifery Advisory Committee</td>
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<td>• Department of Labor and Industries (L&amp;I) rule-making on hazardous drug exposure</td>
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<td>• L&amp;I Safe Patient Handling Steering Committee</td>
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<td>• Equity in Education Coalition</td>
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<td>• Federal Basic Health Option Legislative Advisory Committee</td>
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<td>• Foundation for Healthy Generations</td>
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<td>• Healthcare Personnel Shortage Task Force</td>
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<td>• Health Care Access Coalition (to maintain access to medications)</td>
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<td>• Health Care Without Harm</td>
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<td>• Health Coalition for Children and Youth</td>
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<td>• Health Pact Forum</td>
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<td>• Healthy Washington Coalition to Healthy Washington Steering Committee</td>
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<td>• Joint Task Force on Education Funding (Legislative Task Force)</td>
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<td>• King County “Best Starts for Kids” campaign</td>
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<td>• Mary Mahoney Professional Nurses Organization Annual Scholarship Meeting</td>
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<td>• National Academy for State Health Policy</td>
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<td>• National Association of County &amp; City Health Officials</td>
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<td>• National Federation of Nurses (NFN) National Executive Board meetings &amp; National Advisory Board meetings</td>
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<td>• NFN National Federation Assembly</td>
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<td>• North Seattle Community College Technical Advisory Board</td>
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<td>• Nursing Care Quality Assurance Commission (NCQAC) meetings</td>
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<td>• Nursing Students of Washington State (NSWS) Board meetings</td>
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<td>• Nursing Students of Washington State Convention</td>
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<td>• Prevention Alliance</td>
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<td>• Public Health Roundtable</td>
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<td>• Racial Equity Team</td>
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<td>• Rebuilding Our Economic Future Coalition</td>
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<td>• Renton Center of Health and Occupational Health Education Labor Advisory Board</td>
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<td>• Renton Technical College Allied Health Advisory Board</td>
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<td>• School Nurse Organization of Washington State</td>
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<td>• Shoreline Community College Nursing Advisory Committee</td>
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<td>• South Seattle Community College Technical Advisory Board</td>
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<td>• Toxic-Free Legacy Coalition</td>
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<td>• United Labor Lobby</td>
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<td>• University of Washington Continuing Education Labor Advisory Board</td>
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<td>• Washington Alliance for Gun Responsibility</td>
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<td>• Washington Alliance for School Health Care</td>
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<td>• Washington Center for Nursing (WCN) Board meetings</td>
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<td>• Washington Chapter of Physicians for Social Responsibility</td>
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<td>• Washington Health Care Association</td>
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<td>• Washington Health Care Authority</td>
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<td>• Washington Patient Safety Coalition Steering Committee</td>
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<td>• Washington Regional Action Coalition (WNAC) Steering Committee and Leadership Group</td>
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<tr>
<td>• Washington State Board of Community and Technical Colleges</td>
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<td>• WSLC Legislative Labor Caucus</td>
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<td>• WSLC Political Committee</td>
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<td>• Washington State Public Health Association Board</td>
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<td>• Washington Toxics Coalition</td>
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<tr>
<th>Upcoming Events</th>
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<td><strong>JULY 2015</strong></td>
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<tr>
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<td>CEARP Committee Meeting</td>
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<td>22</td>
<td>ANA Lobby Day, Washington, D.C.</td>
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<td>23–25</td>
<td>Washington State Labor Council Convention, SeaTac, WA</td>
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<td>23–26</td>
<td>ANA Membership Assembly, Washington, D.C.</td>
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<td><strong>AUGUST 2015</strong></td>
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<td>6</td>
<td>WSNA Board, Cabinet, Council, &amp; Committee Orientation</td>
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<td>7</td>
<td>WSNA Board of Directors Meeting</td>
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<td><strong>SEPTEMBER 2015</strong></td>
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<tr>
<td>26–27</td>
<td>Cabinet on Economic &amp; General Welfare Meeting, Chelan, WA</td>
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<td>27</td>
<td>WSNA E&amp;GW Local Unit Council Meeting, Chelan, WA</td>
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<td>27–29</td>
<td>E&amp;GW Leadership Conference, Chelan, WA</td>
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<td><strong>JANUARY 2016</strong></td>
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<td>14</td>
<td>Legislative Advocacy Boot Camp, Olympia</td>
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<td><strong>FEBRUARY 2016</strong></td>
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<td>Nurse Legislative Day, Washington Center for the Performing Arts &amp; the Washington State Capitol, Olympia</td>
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Welcome Your New WSNA President

On June 8, we counted your ballots, and we now want to welcome your new president, Jan Bussert, BSN, RN.

Jan has served WSNA in numerous positions over the years, including as Board President (1997–2001) and as First Vice President (1979–1983, 1993–1997). Jan has been involved in leadership activities at all levels of the association throughout her career, including as Chair of her local unit in Yakima and President of her district association, during which she organized the first WSNA District Presidents Council (now the Constituent Representative Council.)

Most recently, Jan worked on staff as a Nurse Organizer at WSNA from 2006 through 2014.

“I am really excited to serve as President at this time,” Jan said. “We have a great Board, with a nice mix of experienced board members and new board members to lead the organization forward.”

Jan has also been active on the national level. She served on the board of the American Nurses Association, beginning in 2000. She was appointed ANA Treasurer to fill a vacancy, then successfully ran for the position, serving from 2004 to 2006. She also served as Treasurer of the American Nurses Foundation and has held several other national offices in ANA, including member of the ANA Finance Committee, Chair of the ANA Appointments Committee, Vice-chair of Constituent Assembly, member of the Advisory Committee on the ANA Code of Ethics, member of the Task Force on Work Place Advocacy, member of the ANA Futures Task Force and member of the ANA Board Task Force on Affiliation. Jan also served as an ANA delegate from WSNA for many years.

Jan received her nursing diploma from St. Elizabeth School of Nursing in Yakima and her BSN from Gonzaga University. She has more than 40 years of nursing experience in both inpatient and outpatient settings. Jan worked in Psychiatry at Harborview Medical Center, in Critical Care at St. Elizabeth Hospital, in Cardiac Rehab and Out-Patient Cardiovascular nursing for the Yakima Heart Center and in Out-Patient Primary Care at the Vashon Health Center.

Jan is a past recipient of WSNA’s Leadership Award. In 1999, WSNA awarded Jan the ANA Honorary Recognition Pin Award for her outstanding leadership and contributions to nurses and nursing in Washington State.

Jan has been active in legislative and political action on behalf of nursing and has testified on many nursing and health care issues before the State Legislature and state agencies. Jan has also given presentations at many educational sessions and speaker panels at the state and national levels and is a sought-after speaker at many state, district and local unit meetings.

“I have seen the success we have had in the past when nurses come together for a common purpose,” Jan said. “My role, moving forward, is 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.”
ONLINE COURSES

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

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

Depression Care Management; Fee: $50; Contact Hours: 17.5

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

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

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

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

Hepatitis C—Special; Free to view; Contact Hours: 0.75

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

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

Managing Change—Working with Individuals: The Evangelical Lutheran Good Samaritan Society; Fee: Free to Staff; Contact Hours: 5; Contact: Kris Ponto 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

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

Question, Persuade, Refer: Suicide Assessment Training for Nurses; Fee: $139; Contact Hours 7.0; 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

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

CONTACT INFORMATION

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Continuing Nursing Education
Box 359440
Seattle, WA 98195
206.543.1047
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www.uwcne.org

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

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

Acute Care Ed
support@acutecared.com
971.231.4413
www.AcuteCareEd.com/events

LIVE EVENTS

JULY 2015
Legal and Ethical Issues in Prescribing; Acute Care Ed; July 17, 2015, 8 a.m. – noon; Red Cross Ballroom, Ft. Vancouver National Historic Site, Vancouver, WA; Fee: $179; Contact Hours: 3.5

AUGUST 2015
Understanding Reiki & Reiki I for Nursing (2 classes combined); Aug. 12, 2015, 9 a.m. – 4 p.m.; South Hill Counseling, 5915 S. Regal Street, Suite 304, Spokane, WA; Fee: $120 includes text by Pamela Miles; Contact Hours: 6

Reiki II for Nursing, Prereq: Reiki I at least 30 days prior; Aug. 20, 2015, 9 a.m. – 3 p.m.; Soaring Dragon Training Center, Federal Way, WA; Fee: $120, Contact Hours: 5.5

Understanding Reiki & Reiki I for Nursing (2 classes combined); Aug. 21, 2015, 9 a.m. – 3:30 p.m.; Soaring Dragon Training Center, Federal Way, WA; Fee: $130 includes text by Pamela Miles; Contact Hours: 6

OCTOBER 2015
Suicide Assessment and Prevention; Acute Care Ed; Oct. 9, 2015, 8 a.m. – 4:30 p.m.; Red Cross Ballroom, Ft. Vancouver National Historic Site, Vancouver, WA; Fee: $199; Contact Hours: 6.5

NOVEMBER 2015
Summit for Leadership Excellence; Acute Care Ed; Nov. 6, 2015, 8 a.m. – 4:30 p.m.; Red Cross Ballroom, Ft. Vancouver National Historic Site, Vancouver, WA; Fee: $199; Contact Hours: 6.0
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PURPOSE (INTENDED OUTCOMES)
Discuss ways primary nurse and lead nurse planners can successfully meet the ANCC and WSNA CEARP criteria and guidelines for overall PU operations as they relate to: organizational overview, structural capacity, educational design process and quality outcomes.

Contact hours will be awarded for successful completion of this activity, which requires attendance of the entire event and submission of a completed evaluation form.

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

WHEN
October 8, 2015
8:30 a.m. to 3:30 p.m.

WHERE
Northwest Kidney Centers
17900 International Blvd
SeaTac, WA 98188
(Parking is free.)

WHO
All approved provider unit staff
New potential provider applicants are welcome.
Space is limited.

FEE
$125 Early Registration before Sept. 1
$150 Registration on or after Sept. 1

I will attend: □ By Webinar □ In Person

First Name ______________________________________________________________

Last Name & Credentials _____________________________________________________________________________

Name of Provider Unit ________________________________________________________________

Names & Credentials of Additional Attendees from Provider Unit
_________________________________________________________________________________________
_________________________________________________________________________________________
_________________________________________________________________________________________

Address _____________________________________________________________________________________________

City __________________________ State ________ Zip _______________

Email _____________________________

Phone number _____________________________

 Fees
□ Live Event
$125 Early Registration (before Sept. 1)
$150 Registration (on or after Sept. 1)

$ _____________________________

Check / Money Order payable to WSNA is enclosed.

Charge my Visa / MasterCard
Card Number
__________________________ - ______________ - ________________ - ______________

Exp Date __________ / __________

__________________________________________
Cardholder’s Name

__________________________________________
Cardholder’s Signature

Return this form to:
WSNA
Attn: Irene Mueller
575 Andover Park West, Suite 101
Seattle, WA 98188
206.575.1908 (fax) • 206.575.7979, ext. 0 (phone)
wsna@wsna.org
This Year in Olympia

As the Summer 2015 issue of The Washington Nurse went to press, legislators and the Governor were finalizing the budget for 2015-2017. Throughout the budget debate, WSNA lobbied strongly for our primary budget priorities:

- Funding for effective response to public health threats, including communicable disease control and maternity support services.
- Fully fund the Health Professions Scholarship and Loan Repayment Program. The final budget included $9.37 million for the Loan Repayment and Scholarship Program. The budget language places a priority on psychiatric care professionals, including ARNPs.
- Fully fund school nurses so that poor health does not get in the way of student learning.
- Maintain access to care through the Health Benefit Exchange and the Medicaid Expansion.
- Stop the unconstitutional hospital boarding of mental health patients by providing beds and qualified mental and behavior health practitioners.
- Maintain enhanced reimbursement for primary care nurse practitioners.

Safe Staffing

Patient Safety Package

WSNA’s package of bills to ensure patient safety gained more support and progressed further in the legislature this session than ever before. The issue continues to gain traction, and WSNA will continue fighting for adequate staffing, as well as the rest breaks and limits on mandatory overtime that our nurses need to provide the highest quality care. The package included the following bills:

**HB 1733/SB 5672 Statewide Minimum Staffing Levels.** This bill would have built on current nurse staffing committees to establish statewide standards with input from nurses and patient safety experts.

- HB 1733 had 40 co-sponsors in the House and was voted out of the Committee on Health Care & Wellness. However, it did not come up for a vote in the House Committee on Appropriations and died.
- SB 5672, the companion bill in the Senate, gained bipartisan support from co-sponsors with the sign-on of Sen. Don Benton (R-Vancouver).

**HB 1732 Uninterrupted Rest and Meal Breaks and Limiting Mandatory Overtime.** This bill would have provided uninterrupted breaks for nurses and health care staff who deliver direct patient care.

- With 45 co-sponsors, HB 1732 had significant support in the House. The bill passed out of the House Committee on Labor with bi-partisan support, including a yes vote from Rep. Gina McCabe (R-Goldendale), whose district includes the counties of Yakima, Klickitat, Skamania and part of Clark.
- HB 1732 also passed out of the House Appropriations Committee and passed out of the House 52–46. The bill was referred to the Senate Commerce & Labor Committee, where it died without being given a hearing by the chair, Sen. Michael Baumgartner (R-Spokane).

We continue to fight for safe staffing, at the bargaining table, in the media and in Olympia, where you can rest assured that WSNA will continue the fight for safe staffing standards during the next legislative session.

**ARNP Global Signature**

It’s Unanimous! Advanced Registered Nurse Practitioners Global Signature Bill Passes Legislature, Gets Governor’s Signature

On April 25, Gov. Jay Inslee signed into law HB 1259/SB 5682, which grant ARNPs the authority to sign any required forms or documents so long as they are within the ARNP scope of practice. These bills passed unanimously in both the House and the Senate—a great victory and an outstanding show of support.

WSNA supported ARNPs United in the effort to get these bills passed, bringing ARNPs’ authority to sign forms and documents into line with the ARNP scope of practice law. We successfully demonstrated that continuity of care was delayed or jeopardized when patients of ARNPs were forced to wait for needed services or to incur additional expense because of the unnecessary need to obtain a physician’s signature. We saw these problems in, for example, authorizations for seclusion for acute mental illness and some of the physical examination forms required by schools.

Continued »
With the new Global Signature Law, ARNPs can unquestionably sign all forms that fall within their scope of practice.

**Other Bills of Note**

**HB 1424: Suicide Prevention**

Legislation passed in 2014 required several professionals, including LPNs, RNs and ARNPs, to take a one-time continuing education course in suicide assessment, treatment and management, to be completed during the first full renewal cycle after January 1, 2014. HB 1424 delays this requirement until January 1, 2016. HB 1424 also requires that, beginning July 1, 2017, all suicide prevention continuing education training must be received through programs on a model list developed by the Secretary of Health and disciplining authorities. This bill also prohibits disciplining authorities from issuing blanket exemptions to specialties within a profession. However, this bill does exempt CRNAs from the one-time training requirement.

**SB 5084: All-payer Claims Database**

In 2014, the Legislature passed legislation that directed the Office of Financial Management (OFM) to establish a statewide all-payer health care claims database to support transparent public reporting of health care information. This law required reporting for only Medicaid and Public Employee Benefit Board (PEBB) health plans. SB 5084 extends this requirement to all health insurers doing business in Washington, including third-party administrators paying claims on behalf of health plans. Labor and industries claims are also included. Self-funded plans and Taft-Hartley plans may submit data voluntarily.

**SB 5175: Telemedicine**

The Medical Quality Assurance Commission recently adopted guidelines on the appropriate use of telemedicine. These guidelines describe how telemedicine is to be defined, supervised, regulated and disciplined by the commission, consistent with existing statutes governing the practice of medicine. SB 5175 requires health insurers, including health plans offered to state employees and Medicaid plan enrollees, to reimburse providers, including ARNPs, for health care services delivered through telemedicine.

**SB 5317: Reimbursement for Autism Screening**

The American Academy of Pediatrics released guidelines, known as Bright Futures, for the provision of healthcare services to infants, children and adolescents. The Bright Futures guidelines include a schedule of recommended universal developmental and autism screenings. SB 5317 requires Washington’s Medicaid program to cover universal screening and provider payments for autism and developmental delays, as recommended by the Bright Futures Guidelines and to the extent that funds are available.

WSNA Members Speak up for a Fair Budget at People’s Budget Hearing

As legislators negotiated the budget behind closed doors with little visible progress, Washington United for Fair Revenue held a people’s hearing on May 4 to bring the voice of the people of Washington back to the forefront. People representing each of the 49 legislative districts, nicknamed the “49 for Fairness,” were present to talk about the need for a fair budget that funds healthcare, education and more. Among the “49 for Fairness” were WSNA members Marcie Turpin, Christina Stephens and Christina Enriquez, who spoke from their experience as nurses about the need for adequate funding for public health, nursing education loans and scholarships, and more. They testified the following:

“Those of us that work in public health are on the front lines, giving medical care for thousands of our medically needy populations. We need a budget with a stable revenue system that increases and properly funds communicable disease control and mental health.”

— Christina Enriquez

“I support a fair budget that has a sustainable revenue system that will fully fund the Health Professions Scholarship and Loan Repayment Program now and into the future. As a first-year nurse many people consider me the future of nursing, but I am already thinking about the future now and the challenges nursing students have all over the state.”

— Christina Stephens

“The State Legislature must fully fund the Health Profession Scholarship and Loan Repayment program to encourage Advanced Psychiatric Nurse Practitioner residencies and to encourage educators, registered nurses and Advanced Registered Nurse Practitioners to practice in high-need areas. As a nurse, I want all communities to have the access to enough healthcare providers in all areas of the state.”

— Marcie Turpin
Advanced Practice News

ARNPs Now Authorized to Order Durable Medical Equipment for Medicare Patients

By Nancy Lawton, MN, ARNP, FNP
President, ARNPs United of Washington State
Washington State Representative, AANP

ARNPs United is proud of the successful passage of Washington State House Bill 1259 authorizing ARNP signatures on documents within our scope of practice that might require physician signature or attestation. In other state legislation, Senate Bill 5175 ensures ARNP reimbursement for services provided through telehealth. We are pleased that the 2015-2017 budget includes continuing academic loan repayment for nurses and ARNPs.

On the national level, the American Association of Nurse Practitioners (AANP) prioritized three bills for the current U.S. legislative session. We have already had some success.

**House Resolution 2** was signed into law by President Barack Obama on April 16, 2015. This bill repeals the failed Medicare Sustainable Growth Rate Formula, reauthorizes the Children’s Health Insurance Program and removes the barrier for ARNPs to document face-to-face encounters when ordering some durable medical equipment (DME) for Medicare patients. We requested support from Sens. Maria Cantwell and Patty Murray and got it! ARNPs are authorized to document the need for DME, effective immediately.

**H.R. 1247/S. 297** authorizes the Veterans Health Administration (VA) to recognize ARNPs’ right to practice to the full scope of our training throughout the VA system. Only 21 states and the District of Columbia permit ARNPs to practice to the full extent of our licensure. If an ARNP licensed in a state with restricted or reduced practice goes to work for the VA in another state, he or she is governed by the rules of the state of licensure. The Senate and House have sponsored legislation to amend this; however, the Senate version proposed by Sen. Mark Kirk (R-Illinois) does not include CRNAs. Anesthesiologists oppose full practice by nurse anesthetists, despite the lack of evidence to support the purported concerns regarding patient safety. The Washington State delegation’s aides expressed reluctance to pass legislation that the VA can authorize itself—however, we encourage our representatives to enact this legislation and allow timely access to all ARNPs at all sites, including CRNAs. You can show your support for full practice by ARNPs throughout the VA system by contacting your representatives at www.aanp.org/legislation-regulation/advocacy-center.

**S. 578/H.R. 1342** addresses ARNP authorization for home health care for Medicare patients. AANP Governmental Affairs summarizes the bill: “Nurse practitioners have been authorized Part B Medicare providers since 1998. Despite this recognition, NPs with patients who need home health care services still have to locate a physician to certify that the NP has conducted the required face-to-face certification examination to document eligibility for care, even if the physician was never involved. This legislation requests Congress to support improved beneficiary access to home health care services by introducing legislation that allows NPs to verify that the patients under our care are eligible for home health care services.”

Finally, ARNPs United and AANP want to recognize Judy Huntington as recipient of the 2015 AANP State Award for Excellence as the Washington State NP Advocate of the Year. Her ceaseless support of our practice, representation and right to equal pay has contributed to the best practice environment for ARNPs in America.
WSNA Hall-of-Famer Patty Hayes Named Director of Public Health – Seattle & King County

On June 3, King County Executive Dow Constantine and Seattle Mayor Ed Murray appointed Patty Hayes, MSN, RN, as director of Public Health - Seattle & King County. In this role, she oversees 1,300 employees charged with disease protection, health promotion and the assurance of quality healthcare services.

“I’m honored and excited for the opportunity to lead this nationally recognized health department in improving our community’s health,” Hayes said in the official announcement. “We have a 125-year track record of making lives better and longer, through innovation and determination in the face of challenges. I look forward to great opportunities in a rapidly changing landscape to improve health for everyone.”

Hayes has long been active in WSNA, as a member, leader and staff member. In 1984, Hayes left DSHS to begin employment with WSNA as a government relations specialist. In her seven-and-a-half years with WSNA, she went on to serve as the director of nursing practice and government relations and, finally, as the executive director from 1989–1992.

Before she was appointed interim director of Public Health in August, Hayes led the department’s largest division, Community Health Services. In this capacity, she oversaw the development of programs and services for low-income and homeless individuals and families in King County. These include the Women, Infant and Children (WIC) program, Maternal Child Health, School Based Health Centers, Health Care for the Homeless and Primary Care/Dental Care delivery in King County’s Public Health Centers.

“Patty Hayes has the experience and expertise needed to build on the progress we’ve made to transform health and human services to focus on prevention, eliminate disparities and deliver the best outcomes in our community,” said Constantine.

Seattle Mayor Ed Murray said, “Seattle continues to grapple with significant public health challenges, from childhood immunization rates to health care for those experiencing homelessness. The grim budget picture makes meeting these challenges increasingly difficult. With her decades of leadership in our community, Patty is the right choice to support better health outcomes in Seattle.”

Before Hayes joined Public Health in 2012, she served as executive director of WithinReach, a statewide nonprofit organization that connects families to food and health resources. She also held leadership positions in the Washington State Department of Health, including Assistant Secretary of Health for Community & Family Health and Director of Legislative, Policy and Constituent Relations.

This year, Hayes received the Cynthia F. Shurtleff Award, a statewide honor that recognizes extraordinary leadership and dedication to the health and well-being of women, children and families in Washington. In 2014, she received the Heroine of Health Care award from the Center of Women and Democracy. She earned undergraduate and master degrees from the University of Washington’s School of Nursing and was inducted into the Washington State Nurses Association Hall of Fame in 2002.
Recognitions

Judy Huntington Honored by Mary Mahoney Professional Nurses Organization and American Association of Nurse Practitioners

WSNA Executive Director Judy Huntington was recently honored by the Mary Mahoney Professional Nurses Organization (MMPNO) with the Ann Foy Baker award at the 66th Annual Nursing Scholarship Reception. Named in honor of one of the twelve original MMPNO founders, the award recognizes a person’s impact on the community: “We are reminded of the value of collaboration through honoring a community-based organization or person who supports our mission, commits and demonstrates the calling of community service.” The Ann Foy Baker award is the only award given out each year at the scholarship lunch, making it a highly esteemed recognition.

Presenting the award was Frankie Manning, 2012 WSNA Hall of Fame inductee. She described Huntington as “an individual who devotes her entire life to helping others succeed in our profession. She has consistently focused her efforts on improving the lives of the vulnerable and the underserved.” Manning went on to thank Huntington for her lifelong commitment to increasing access to health care for all people, promoting diversity in the nursing workforce (and in the WSNA Hall of Fame) and being a friend and mentor to many.

The primary mission of MMPNO is to provide financial aid and scholarships to students of African heritage who pursue studies leading to careers in professional nursing. For more information, visit www.marymahoney.org.

Less than one week later, Huntington was honored with the 2015 AANP Advocate State Award for Excellence in Washington State. The award is given annually to an individual in each state who has made a significant contribution toward increasing awareness and acceptance of NPs. Past recipients have been physicians, legislators and educators. NPs are also eligible for the advocate award for non-clinical practice initiatives related to leadership, precepting, policy, politics, research, education or community affairs.

Presented by representatives of ARNPs United of Washington and the American Association of Nurse Practitioners, the award recognizes Huntington’s ongoing commitment to fighting for full scope of practice, full prescribing authority and full reimbursement for ARNPs in Washington state. Judy’s contributions were also recognized in an awards ceremony at the annual AANP Convention held New Orleans June 9–14.

Gretchen Schodde Awarded Washington State Medal of Merit

Gretchen Schodde, founder and executive director emerita of Harmony Hill, has been named a 2015 Washington State Medal of Merit recipient. Schodde is a longtime WSNA member and 2012 inductee in the WSNA Hall of Fame.

The Medal of Merit is awarded to a recipient who has distinguished himself or herself by exceptionally meritorious conduct in contributing a lifetime of extraordinary service to the people of the state of Washington.

Past recipients of the Medal of Merit include such notables as U.S. Senators Henry Jackson and Warren Magnuson, Gov. and Sen. Dan Evans, Bill Gates Sr., space shuttle astronaut Bonnie Dunbar, KING TV owner Dorothy Bullitt, artist Dale Chihuly, William Hutchinson, the founder of Fred Hutchinson Cancer Research Center, among other like-minded people committed to the betterment of humanity.

It is clear that Schodde joins a distinguished group of Washingtonians who have made deep and long-lasting impacts on the individuals and communities of our state.

For more information about Gretchen’s career and achievements, visit the WSNA Hall of Fame page at www.wsna.org/Hall-of-Fame for her biography.

Student News

Nursing Students’ Convention Doubles Annual Attendance

On April 25, 2015, the Nursing Students of Washington State (NSWS) welcomed more than 150 registered guests, doubling last year’s attendance, to the annual convention at the Tulalip Resort Casino. Guests were given a great opportunity to network with peers from all over Washington State during the morning ice-breaker. Attendees became inspired through the work and roles we as new nurses play in creating and supporting policies to improve healthcare, as presented by the notable Julie Sochalski, PhD, RN, FAAN.

Mini Hurst and Kaplan reviews were offered and well attended. Guests learned a great deal of new information that could help all of them, from resume building and workplace violence prevention to personal stories of how members of a specialty panel landed in their fields. Most importantly, we heard from recruiters about what residency programs entail and what they are looking for in a candidate.

Lastly, NSWS members voted in new officers for the upcoming year. They are eager to continue the important work of NSWS in building leaders and educating student nurses. A huge thanks to WSNA and all the vendors for their support and a special and heartfelt thank you to Heather Stephen-Selby and our advisor, Debbi Brinker, for their support and guidance in making this convention such a success.

Esther Marie Garza-Maloney
NSWS president, 2014–2015
**Standard Kit $34.99**

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

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

- 1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard waste bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3.2" x 2" gauze pads, 15" x 9" abdominal pad, 10 plastic strip bandages, 1 roll Kendall tape, 3 antiseptic towelettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes)

**First Responder Kit $49.99**

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

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

- 1 hygiene pack (1 tissue packet, 3 moist towelettes, 1 biohazard waste bag, 1 n-95 dust mask, 2 sanitary napkins, 1 zip baggie)
- 1 first aid pack (3.2" x 2" gauze pads, 15" x 9" abdominal pad, 10 plastic strip bandages, 1 roll Kendall tape, 3 antiseptic towelettes, 2 antibiotic ointments, 1 pair vinyl gloves, 3 alcohol wipes)

**ORDER DETAILS**

- Standard Kits _______ x $34.99 = _________
- First Responder Kits _______ x $49.99 = _________
- $12.50 shipping charge per item + _________
- 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.”
REPORT FROM THE 2015 WSNA CONVENTION

The State of Nursing in Washington
By Judy Huntington, WSNA Executive Director
— Page 14

Resolutions Passed at the General Assembly Business Meeting
— Page 16

Photos
— Page 17

Making the Case: The Value of Nursing
What We Learned from Keynote Speakers
Victoria Rich and Jack Needleman
— Page 18

Photo Booth Portraits
— Page 20
By Judy Huntington, MN, RN
WSNA Executive Director

I was so pleased to see the hundreds of nurses who participated in our biennial convention in April. Our keynote speakers and presenters shared a wealth of information about the challenges and opportunities faced by all of us in the nursing profession today. WSNA members actively engaged in the WSNA General Assembly business meetings, which guide our work on behalf of all nurses in Washington and the issues we care about. And all nurses attending had multiple opportunities to take advantage of continuing education and poster sessions and several special interest dialogue and networking sessions. All around, it was a wonderful event.

I had the opportunity to talk a bit about the dynamic time we nurses face right now. The landscape is shifting, sometimes in ways we can’t anticipate. That means that new pathways are opening up. It also means that we have to be incredibly diligent about monitoring potential roadblocks or threats.

WSNA has more than 100 years of experience representing the interests of nurses in Washington. We have had the ability to survive and thrive over the years because we build on the successes of our past and evolve to meet the future. The values of our profession and the values of this organization don’t change when our environment changes—we use these values to adapt, reprioritize and tackle the most important issues of the time.

One of our greatest challenges right now is the trend of hospital consolidation. For many of our nurses, the decision-making power for their hospital has shifted—not just to a new person, but maybe to a new city, or even to a new state. For many of you, the top of your org chart is no longer a member of your community. Over time, that can really start to change dynamics. It’s a lot easier to look at cutting costs on the backs of patient care or nurses when you’re not present and accountable to the community, when your neighbors aren’t the potential patients affected.

It also makes it a lot harder for you, as a nurse, to access the top levels of management. Your voice has to be pretty loud to reach a hundred or a thousand miles away.

That’s where we come in. In this era of consolidation, we are making sure your voice is heard no matter where your corporate headquarters is located. Through our affiliation with AFT and with AFT’s support, we have joined with nurses in Oregon, Alaska and Montana to tackle these issues together, taking our fight to corporate headquarters and supporting each other across facilities. One strong voice for nursing. That is the power of partnerships and coalitions.

A second major factor in the health care environment is the continued implementation of health care reform. This is having an incredible impact in our state and across the country. Before reform, an estimated 1 million people in Washington State did not have health insurance. An estimated 85 percent of Washington’s uninsured adults will have access to health insurance through the exchange and Medicaid expansion. Many of these people are new to health care coverage and might be seeking health care for the first time in years. As nurses, we are on the frontlines of providing that care—truly a challenge for us and the health care system as a whole. But what an opportunity, too!

We have the potential to vastly improve health outcomes through preventive care, patient education and early interventions that folks simply did not have access to before. To make the most of these opportunities, we
know that nurses need to be at the table, helping to make decisions about how this care is delivered and how we meet the needs of an ever-growing group of health care consumers. We have to work towards full reimbursement for ARNPs and ensure that ARNPs are being used to the full scope of their practice.

In this rapidly changing environment, WSNA leaders and staff are focusing our resources on the vital priorities that will have the most positive outcomes for the most people, for our profession and our association.

SAFE STAFFING

First and foremost, we know that safe staffing is the number one issue for nurses right now. It is WSNA’s number one priority. It’s essential that we have safe nurse staffing in our hospitals—for our patients and for nurses. Sadly, the hospitals are fighting us tooth and nail on this. They are fighting for their profits. We are fighting for our patients. The irony, of course, is that, if these hospitals would listen to us and the evidence-based research, they would know that having adequate staffing not only leads to better outcomes, it leads to better finances, too.

Working to engage the public on this issue is one of our greatest tools. Hard-working, dedicated nurses speaking out for patient safety can be incredibly powerful. There is no hospital administrator or CEO who can engender the trust and goodwill that nurses do. And hospitals know it. That’s leverage that we can use.

To win the fight for safe staffing we are strengthening our ties with other unions and nursing organizations and forging bonds that are truly unprecedented in our history. In June 2014, we held a joint summit on staffing with SEIU 1199NW, bringing together hundreds of nurses from across the state for education and training on how to be advocates for safe staffing. Our union coalition worked together in the State Legislature to move forward the Campaign for Patient Safety package, comprised of legislation on safe staffing, meal and rest breaks and limits on mandatory overtime. Despite incredibly contentious legislative sessions, largely focused on the budget, we were able to pass bills out of the House and have hearings on these issues. We always knew this would be a fight, and not a short or easy one. But it is the right fight, so we will continue to devote resources and do what it takes to keep moving forward.

HERE’S THE GOOD NEWS: WE ARE NURSES. THAT MEANS YOUR VOICE IS REMARKABLY POWERFUL.

Public Health

WSNA also continues to be a leader in advocating for a long-term, stable funding source for public health. We are an active participant and funder of the Public Health Roundtable, a coalition of organizations committed to securing a long-term, adequate and stable source of funding for public health. Public health is one of those issues where there is really no substitute for the expertise we bring to the table as both a professional association and a union. We are helping set policy on the statewide level while working to keep clinics open on the local unit level.

A year ago, in June 2014, Public Health Seattle-King County announced that it was closing four of its public health centers in Auburn, Federal Way, Northshore and White Center due to its dire financial status. WSNA members rallied with community members and other union members to start a campaign to save their clinics. The hard work of Public Health nurses paid off! All four clinics were saved thanks to the efforts of a small, committed group of nurses.

Every year, there are laws and budgets proposed that erode our scope of practice, slash the health safety net for thousands of people in Washington, and threaten the ability to recruit and educate new nurses. We are ever-vigilant in ensuring that our government is working for the health and safety of the people who live in Washington.

Here’s the good news: We are nurses. As individuals, that means we are dedicated, we are passionate, and we are problem-solvers. We are the ones to whom our patients and the public turn to in a crisis. Year after year, nurses are ranked as the most trusted profession. That means your voice as an individual, speaking from the heart, is remarkably powerful. We will give you the tools and help you find the right opportunities. Together, we are all WSNA, and together, we will shape the future.

■
During the General Assembly business meeting on April 23, 2015, WSNA members approved four resolutions—all with overwhelming support. The approved resolutions direct WSNA to work with other groups to:

- **Support public health funding and services**, including funding early intervention and prevention programs that utilize the expertise of nurses and nurse practitioners, ensuring the fair distribution of health services and securing an adequate, long-term, stable source of funding for public health.

- **Prevent workplace violence in health care settings**, including increasing awareness of the dangers of workplace violence, ensuring compliance with current laws and regulations, and advocating for additional measures to prevent violence in health care settings.

- **Oppose “right to work” actions**, including those in Washington State and nationally, based on the belief that all workers have a right to fair wages and safe working conditions.

- **Strengthen nurse staffing laws** to save lives and prevent errors through legal and regulatory channels, contract negotiations and educating nurses about business factors, economic implications and evidenced-based research supporting safe staffing.
FROM THE CONVENTION

Photos

1. Gayle Robinson and Nathan Sybrandy
2. Donna Pall and Judy Albers
3. Tami Green and Travis Elmore
4. Tegan Jones, Martina Allen and Brittany Porter
5. (Back) Paul Kunkel, Hanna Welander, Christina Enriquez, Benito Enriquez, Marilyn Taves, Joan Higgins and Michelle Burton and (Front) Beth Tinker, Amy Bellante and Lori Ginther-Hutt
6. Annie Neal
7. Student demonstration in the Sim Lab
8. Kathy Lewis, with a friend and Sandra Shovlain
9. Margaret Holm, from the nursing commission, conducting a session on delegation
10. Justin Gill
11. Joanna Boatman, Mary Bartholet, Shirley Gilford and Barbara Frye

PHOTOS THIS AND FACING PAGE: BEN TILDEN
The Business Case for Excellent Nursing Care
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 of Pennsylvania. 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.

VICTORIA RICH’S PRESENTATION IN BRIEF
Building a business case for quality nursing involves demonstrating value, or the cost-effectiveness of upfront investments in quality. We could be talking, for example, about making the case for increasing staffing or boosting the percentage of BSNs or MSNs on the unit. The key is that we need to use data to demonstrate the resources, services and outcomes.

RECOMMENDATIONS

KNOW YOUR AUDIENCE.
“The last thing I’d learn, well into my career, was how to get on, how to say hello, how to get in with the audience.”
—Phyllis Diller

HOSPITAL ENVIRONMENTS TEND TO BE REACTIVE. GO AGAINST THE GRAIN. USE DATA TO CHALLENGE THE CURRENT STATE TO BE PROACTIVE.
“A winning effort begins with preparation.”
—Joe Gibbs

USE EVIDENCE TO INFLUENCE CHANGE. AND IF IT DOESN’T EXIST. CREATE THE EVIDENCE.
“Be the change you want to see in the world.”
—Mahatma Gandhi

BE INNOVATIVE WITH RESOURCES. THINK OUTSIDE THE BOX.
“If you aren’t failing every now and again, it’s a sign you’re not doing anything very innovative.”
—Woody Allen

There is a lot of data out there if you know where to look.

PATIENT DATA
Patient type, readmissions, length of stay

VOLUME DATA
Operating room, emergency department, labor and delivery

QUALITY DATA (NURSE-SENSITIVE OUTCOME MEASURES)
Hospital-acquired infections, failure to rescue, readmissions

SATISFACTION DATA
Patient satisfaction, HCHAPS (CMS), staff satisfaction

FINANCIAL DATA
• Benchmarked data reported through finance (Revenue and cost, overtime usage, FTEs, agency/travelers)
• Staffing hallmarks (labor management index, peer institutions, evidence-based staffing)

ADDITIONAL SUPPORTING DATA
Professional organizational standard, diversity and inclusivity data, literature/evidence-based, personally collect

Two examples of business case outcomes for nursing:
A 2013 study reported that, among patients with pneumonia, each additional 10% of BSN staff was associated with 3% lower odds of 30-day readmissions. McHugh, M.D. and Ma, C., Med Care, 2013, 51(1), 52-9

A 2014 single-hospital patient-level study demonstrated that every 10% increase in BSN nurses at the bedside improved mortality by 11% and that an 80% BSN staff resulted in shorter hospital stays and a 19% drop in readmissions. Yakushevo, O. et al, Med Care, 2014, 52(10), 864-9

Making the Case for Appropriate Staffing
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 continues to receive national recognition and awards.

JACK NEEDLEMAN’S PRESENTATION IN BRIEF
Dr. Needleman spoke to convention attendees about the need to make a business case for adequate staffing, one that zeroes in on both the costs and the savings of increased staffing, particularly of RNs. His bottom line: Adequate RN staffing saves money and saves lives—and we can prove it.

Increasing nurse staffing results in fewer days hospitalized, adverse outcomes and deaths.

<table>
<thead>
<tr>
<th></th>
<th>Increased RN Proportion</th>
<th>Increased Licensed Hours*</th>
<th>Doing Both</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avoided Days</td>
<td>1,507,493</td>
<td>2,598,339</td>
<td>4,106,315</td>
</tr>
<tr>
<td>Avoided Adverse Outcomes</td>
<td>59,938</td>
<td>10,813</td>
<td>70,416</td>
</tr>
<tr>
<td>Avoided Deaths</td>
<td>4,997</td>
<td>1,801</td>
<td>6,754</td>
</tr>
</tbody>
</table>

Estimates from Needleman/Buerhaus, Health Affairs, 2006

Research shows that having adequate nurse staffing can reduce lengths of stay and decrease complications and mortality.

Increasing the RN share of licensed nursing staff pays for itself; simply increasing hours does not appear to pay for itself.

<table>
<thead>
<tr>
<th></th>
<th>Increased RN Proportion</th>
<th>Increased Licensed Hours*</th>
<th>Doing Both</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost of Higher Nursing</td>
<td>$811 million</td>
<td>$7.5 billion</td>
<td>$8.5 billion</td>
</tr>
<tr>
<td>Avoided Costs (full cost)</td>
<td>$2.6 billion</td>
<td>$4.3 billion</td>
<td>$6.9 billion</td>
</tr>
<tr>
<td>Long-term Cost Increase</td>
<td>($1.8 billion)</td>
<td>$32 billion</td>
<td>$16 billion</td>
</tr>
<tr>
<td>As % of Hospital Costs</td>
<td>-0.5%</td>
<td>0.8%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Short-term Cost Increase</td>
<td>($2.4 billion)</td>
<td>$5.8 billion</td>
<td>$5.7 billion</td>
</tr>
<tr>
<td>As % of Hospital Costs</td>
<td>-0.1%</td>
<td>1.5%</td>
<td>1.4%</td>
</tr>
</tbody>
</table>

* Licensed practical nurses, known in some states as licensed vocational nurses

Adapted from Jack Needleman’s Convention presentation, posted in full at www.rnconvention.com. Learn more about Dr. Needleman and see a selection of published research at http://ph.ucla.edu/faculty/needleman.
FROM THE CONVENTION

Photo Booth Portraits

Selected shots from a photo booth set up the evening of April 22, 2015.

1. Marilyn Taves
2. Marcie Turpin and Terry Surratt
3. Teresa Menard
4. Rosa Young and Kathy Lewis
5. Christopher Birchem and friends
6. Martha Goodall and Francesca Castillo
7. Christine Himmelsbach and Annie Neal
8. Christina Enriquez
9. Gayle Robinson and Shirley Gilford
10. Didi Gray and son
11. Julia Barcott and Anji Bryant
12. Muriel Softli
13. Dena Corby
14. Linda Garrett, Lillie Cridland, Ben Tilden and Maria Pettit
15. Michael Long
HONORARY RECOGNITION AWARD FOR THE NURSE CANDIDATE

Dawn Morrell, BSN, RN, CCRN

In recognition of her distinguished service to WSNA and ANA and her role as a tireless advocate for nurses, healthcare and the profession

Dawn Morrell, a critical care staff nurse at MultiCare Good Samaritan Hospital in Puyallup, was first elected to the Washington State House of Representatives in 2002 and served until 2010, when she was narrowly defeated by 27 votes. She was then re-elected in 2012 and lost another tight election in 2014 after the district boundaries were re-drawn and voter turnout for the election was poor.

As a legislator, Morrell fought passionately and tirelessly for patients and nurses by serving on key House committees, including as Chair of the House Appropriations Subcommittee on Health and Human Services and the House Healthcare and Wellness Committee. She is an influential and respected voice in Olympia and has been a key leader and continuous ally in WSNA's fight for safe staffing.

In fact, even before being an elected legislator, Morrell's compelling testimony as a staff nurse in 2002 helped pass the law to protect nurses from mandatory overtime. She went on to be a key legislator in passing nurse staffing committee legislation in 2008.

She is also active on her own staffing committee at Good Sam. As a staff nurse for more than 20 years, Morrell knows firsthand the issues important to nurses in the delivery of safe and quality patient care. She used her position in Olympia to be a champion on issues, such as nurse staffing, safe patient handling, uninterrupted meal/rest breaks, school nurse funding, the creation of and continued support for the Washington Center for Nursing, health care reform and improvement of mental health services.

Previously, she worked as a childbirth educator for 15 years. A longtime member of WSNA, Dawn has served as a local unit leader, a member of the WSNA-PAC Board and was elected to the WSNA Legislative and Health Policy Council in 1999. Through her ongoing relationship with WSNA, she has helped give voice to nursing issues in our political system. She has also served as a resource for many of us.

At events such as WSNA’s Nurse Legislative Day and Advocacy Camp, Morrell has done much to help other members of WSNA get engaged in advocacy and policy. She is a wealth of knowledge and experience, but also an inspiration—one that we are very proud to count among our WSNA membership.

WSNA AWARDS

COMMUNITY PARTNER RECOGNITION AWARD

Linda Tieman, RN, MN, FACHE, for her work as Executive Director of the Washington Center for Nursing

In recognition of significant contributions made toward advancing nursing and the health and wellness of the citizens of Washington State

Linda Tieman served as Executive Director of the Washington Center for Nursing (WCN) from its creation, retiring in March after 11 years of service. During this time, Tieman and WCN worked tirelessly to build a diverse, highly qualified nurse workforce to meet the future needs of our state. Their strategies include promoting nursing as a career, gathering data, making forecasts about the nursing workforce, identifying “best practices” in nursing practice and working to increase access to all levels of nursing education.

Under Tieman’s leadership, WCN often served as the organizer for different interests to talk about these important issues. The center works in collaboration with nursing groups, including WSNA, CNEWS, NWone, SEIU 1199NW and UFCW Local 21, and with representatives from nursing groups, such as Public Health, Long Term Care and LPNs.

Tieman spearheaded work with the Robert Wood Johnson Foundation and AARP to create and manage the Washington Nursing Action Coalition (WA-NAC), our state’s initiative to implement the Institute of Medicine’s (IOM) Future of Nursing report’s recommendations for “Leading Change, Transforming Health.” The initiative works to ensure that all Americans have access to high-quality, patient-centered care, in which nurses contribute as key partners in transforming the system.

Tieman also served as president of the National Forum of State Nursing Workforce Centers. Before working for WCN she held several direct-care and executive roles, experiences that helped her represent the interests of the nursing workforce while at WCN.

We applaud Linda and the WCN for their significant contributions and ongoing partnership with WSNA.

Continued »
JOANNA BOATMAN STAFF NURSE LEADERSHIP AWARD

Julia Weinberg, BSN, RN

In recognition of her outstanding leadership and significant contributions to the economic and general welfare of nurses and nursing

As President of the Washington State Nurses Association from 2009 to 2014, Julia Weinberg oversaw a time of challenges and opportunities. Her personal passion for health care reform led her to be a staunch advocate for nurses across Washington and for our patients. Speaking before crowds of thousands, she helped rally public support for health reform, speaking about the impacts that we see as nurses when people do not have access to or cannot afford appropriate health care.

Weinberg was a strong advocate and advisor to both NFN and ANA as they underwent major changes in the past several years. Her leadership and enthusiasm for bringing WSNA back into the AFL-CIO were key ingredients in the successful partnership among AFT, NFN and WSNA. Now, two years into that relationship, we can see how beneficial this partnership is for all of us. As part of AFT, we have a stronger voice for nurses across this country, making us better equipped to tackle the challenges our profession faces.

Nurses at Skagit Valley Hospital likely are not surprised by the impact Weinberg has had at WSNA and beyond. Weinberg has been active and involved in the local unit for decades, attending meetings with management, spreading her enthusiasm for WSNA, serving on negotiation teams and as a Local Unit officer. The unit has been through some difficult times, but is strong and united today.

Often looking to Weinberg for leadership, the nurses at Public Health – Seattle & King County put pressure on the county council to save the clinics and preserve critical services such as maternity support services, infant case management (First Steps), WIC and family planning.

Slowly the tide began to turn. On November 6, 2014, King County Executive Dow Constantine announced that a deal had been reached to save Auburn Public Health. In fact, at the end of the budget fight, all four public health clinics were saved—in no small part because of the long hours and passion for clients that Weinberg showed.

MARGUERITE COBB PUBLIC HEALTH/COMMUNITY HEALTH NURSE AWARD

Christina Enriquez, BSN, RN

In recognition of her significant contributions and leadership in public health nursing and advocacy

Christina Enriquez has been a public health nurse at Auburn Public Health for 29 years. She provides maternity support services and infant case management, including services to CPS clients. Once a week, she holds a clinic at the Muckleshoot Indian Reservation, where she makes efforts to ensure that everyone who walks in is seen, especially because access to public and private transportation is a barrier for many of her clients.

During the 2014 budget crisis, King County proposed closing four public health clinics in Auburn, Federal Way, White Center and Northshore, with potentially devastating effects for those communities. During this time, Enriquez worked tirelessly to advocate for her public health clients and her community. She organized a rally every Friday at Auburn Public Health starting in July, with people gathering to wave signs, alert the public to this potential tragedy and gather petition signatures. Enriquez’s rallies also garnered media attention and interviews that helped put pressure on the county council.

On her Fridays off, she not only organized these rallies but also reached out to many community partners, such as city council members and city mayors, educating them about the importance of the nursing work that she and her colleagues were doing.

Often looking to Enriquez for leadership, the nurses at Public Health – Seattle & King County put pressure on the county council to save the clinics and preserve critical services such as maternity support services, infant case management (First Steps), WIC and family planning.

Slowly the tide began to turn. On November 6, 2014, King County Executive Dow Constantine announced that a deal had been reached to save Auburn Public Health. In fact, at the end of the budget fight, all four public health clinics were saved—in no small part because of the long hours and passion for clients that Enriquez showed.

Christina Enriquez and her son Benito Enriquez
WSNA/ANA HONORARY MEMBERSHIP AWARD

Susan E. Jacobson, RN, CCRN

Honoring a WSNA member who has held elective district, state or national office and has demonstrated outstanding leadership that has contributed to the purposes of WSNA and ANA

Susan Jacobson has served as WSNA President for the past two years, during a time when we have seen a rapid evolution of the association. With a changing health care landscape, WSNA has had to react quickly and decisively to meet the needs of patients and nurses in Washington. In particular, Jacobson’s outspoken leadership on safe staffing has helped WSNA keep momentum moving forward in the Campaign for Patient Safety, despite a toxic environment in Olympia that has slowed progress to a crawl.

With 30 years of experience as a bedside nurse in critical care, Jacobson is truly connected to the needs and issues facing nurses today. Her leadership stems from a desire to do what is right for her patients and to make the workplace better for her colleagues and other nurses in Washington. That drive has led her to numerous elected positions in WSNA, as well as leadership roles with ANA, NFN and WSNF. She is also active in her local unit. Over the years, she has served as a co-chair and negotiating team member, and at various times on the practice committee, conference committee and safe staffing committee.

Jacobson’s approachable and engaging manner makes her well-suited for these roles and the role of WSNA President. When dealing with tough issues, she has a genuine interest in everyone’s viewpoints, looking for new opinions, drawing out new ideas and then finding common ground between people.

She recognizes that the strength of WSNA is in our unity and she truly embodies that spirit of inclusivity—seeking out and making room for new voices and different voices.

In the many times that Jacobson has been asked to speak on behalf of nurses and WSNA, whether at a local unit barbecue, in Olympia or at a national gathering of nurses, she brings passion, thoughtfulness and optimism to the task. We could not ask for a better ambassador for WSNA or for our profession.

Continued »
PNHCC NURSE LEADERSHIP AND MANAGEMENT AWARD

Jan Iverson, MSN, RN

In her 20 years as chief nursing officer at Skagit Valley Hospital, Jan Iverson built a reputation among WSNA local unit members as an inspirational leader, positive advocate for the nursing profession, and tireless proponent of nurses and the value of nursing care. She clearly understood that nurses know the needs of patients better than anyone else.

Iverson’s leadership includes serving in numerous positions outside the hospital walls. In the late 1990s, she served on the WSNA Finance Committee, and for ten years Iverson was on the Board of Directors of the Northwest Organization of Nurse Executives.

Iverson also exemplified leadership in nursing education through her participation in numerous advisory boards and adjunct faculty positions. She was on the advisory board for the Skagit Valley Community College Nursing Program and the University of Washington School of Nursing’s Bothell RN-to-BSN program, and she served on the Nursing Program Advisory Committee at Portland Community College.

Iverson’s long career includes serving as chief nurse executive at Affiliated Health Services and 14 years as department director of two pediatric units at the Oregon Health Sciences University in Portland.

Through her thoughtful and dedicated work as a leader and manager, Iverson has truly set an example for others to follow. And we hope they do. We definitely need more CNO's like Iverson.

PNHCC NURSE EDUCATOR AWARD

Renee Hoeksel, PhD, RN

Renee Hoeksel is the kind of educator who thrives in the classroom, advocates for expanding the availability of nursing education, and delves into scholarly work that is both informative and practical.

A professor at Washington State University’s School of Nursing in Vancouver, Hoeksel was a leader in establishing WSU’s exemplary RN-to-BSN program. She advocated for its online availability to students to provide access to working nurses and those in geographically remote areas. Hoeksel was also instrumental in establishing a new Associate in Nursing Direct Transfer Agreement degree in Washington State that will allow an associate degree graduate to matriculate into an RN-to-BSN program and complete the BSN degree in one year.

As a CEARP reviewer for WSNA, she uses her academic expertise to ensure that quality continuing education is offered to all nurses in Washington State.

Hoeksel is also an active scholar. In one recent study, she and colleagues are looking at the characteristics and capacity of Washington State-approved RN-BSN programs. The findings will inform progress in achieving the Institute of Medicine’s “Future of Nursing” report recommendation to increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

Hoeksel has been a mentor to numerous students and colleagues. She sets high standards for students, who grow to understand the value of a high-quality education. She guides faculty colleagues through the maze of academia and demands of tenure and promotion.

Colleagues describe Hoeksel as genuine, humble, intelligent and hard working. She is an educator who inspires, leads, innovates and collaborates.
PNHCC ETHICS AND HUMAN RIGHTS AWARD

Kathy Lewis, BSN, MPA

Kathy Lewis, who is retired from the Veterans Administration (VA), has worked in health care for 44 years. For 10 of those years, Lewis has been actively involved in outreach to veterans, providing foot care and other services.

In 1997, Lewis began taking student nurses and volunteers from the VA to Pike Place Senior Center, where they provided foot care, hypertension and diabetes screening and patient education. Since retiring, Lewis has continued to volunteer at the Pike Place Senior Center and to teach university students about foot care. She has also conducted several nursing continuing education workshops on foot care.

Many of the clients who visit the clinic are homeless and connecting them with needed referrals is a special skill that Lewis has. She was able to get one of the last Native American coders from World War II into health care at the VA prior to his death. She refers clients to Harborview, the VA and community clinics, often negotiating with health care professionals to make sure the necessary services are provided.

Lewis is a member of the Public Health Reserve Corps and has provided monthly services at Recovery Cafe and Union Gospel Mission. She participated in the recent Remote Access Clinic held at Seattle Center last fall that served 3,500 individuals over one weekend. She has a passion for serving the underserved and making a practical difference in the lives of her clients.

PNHCC NURSE RESEARCHER AWARD

Anne Hirsch, PhD, ARNP, FAANP

Anne Hirsch has been a nurse educator in Washington State for more than 32 years. Over that time, she has consistently worked to publish and present on a range of topics, spanning innovation in online programs, changing culture in nursing education, personal protective equipment for nurses and more. Her research work has focused on improving nursing education and the development of nursing leaders.

Hirsch is the Associate Dean for Graduate Education at Seattle University. She has secured more than $600,000 in funding for nursing traineeships from the U.S. Department of Health and Human Services, and she has served as the principal investigator (PI) or co-PI on major grants to support students or enhance educational and health care programs.

Her experience also includes serving as an Associate Dean and as Interim Dean at Washington State University and Pacific Lutheran University.

In 2014, Anne had the honor of being selected as a fellow by the American Association of Nurse Practitioners (FAANP), a recognition for nurse practitioner leaders who have made outstanding contributions that impact national and global health through clinical practice, research, education and/or policy.

This award recognizes Hirsch for not only conducting her own research on important trends in nursing but also helping to develop the next generation of nurse leaders and researchers.
Elections Results

WSNA BOARD OF DIRECTORS (2015-2017)
President Jan Bussert, Dist. 2, Vashon Island
Vice-President Jennifer Graves, Dist. 2, Seattle
Sec/Treasurer Judith Turner, Dist. 3, Fox Island
Cab Chair Julia Barcott, Dist. 6, Yakima
Leg Chair Lynnette Vehrs, Dist. 4, Spokane
PNHCC Chair Pamela Pasquale, Dist. 7, Wenatchee
At-Large Jeaux Rinehart, Dist. 2, Seattle
At-Large Kathy Ormsby, Dist. 4, Spokane
At-Large Helen Kuebel, Dist. 10, Ridgefield
Staff Nurse Ann M. Whitley, Dist. 6, Yakima
Staff Nurse Evelyn Street, Dist. 3, Olympia

CABINET ON ECONOMIC & GENERAL WELFARE (2015-2017)
Chairperson Julia Rose Barcott, Dist. 6, Yakima
Vice-Chair Jane Hill-Littlejohn, Dist. 2, Seattle
Sec/Treasurer Marcie Turpin, Dist. 3, Olympia
At-Large Annie Neil, Dist. 11, Vancouver
At-Large Susan M. Jacobson, Dist. 3, Tacoma
At-Large Martha Goodall, Dist. 4, Spokane
At-Large Terry Surratt, Dist. 3, Port Orchard
At-Large Clarise Mahler, Dist. 2, Duvall

Chairperson Pamela Pasquale, Dist. 7, Wenatchee
Administration Sally Watkins, Dist. 3, Gig Harbor
At-Large Vee Sutherland, Dist. 4, Spokane
Education Antwinnet O. Lee, Dist. 2, Lynnwood
Ethics & HR Muriel Sofitl, Dist. 2, Seattle
Practice Renata Bowlden, Dist. 3, Univ. Place
Research Anne Hirsch, Dist. 2, Seattle
Four additional members will be appointed to the PNHCC when the WSNA Board of Directors meets on August 7, 2015.

Chairperson Lynnette Vehrs, Dist. 4, Spokane
At-Large Bobbie Woodward, Dist. 4, Spokane
At-Large Justin Gill, Dist. 16, Blaine
At-Large Lynn Nelson, Dist. 3, Olympia
Three additional members will be appointed to the Legislative Council when the WSNA Board of Directors on August 7, 2015.

DELEGATES TO THE AFT NATIONAL CONVENTION (2016)
• Francesca Castillo, Dist. 4, Spokane
• Martha Goodall, Dist. 4, Spokane
• Julia Weinberg, Dist. 16, Bow
• Judi Lyons, Dist. 18, Ellensburg
• Susan E. Jacobson, Dist. 6, Yakima
• Julia Barcott, Dist. 6, Yakima
• Ann M. Whitley, Dist. 6, Yakima
• Anjanette Bryant, Dist. 6, Yakima
• Renata Bowlden, Dist. 3, University Place
• Sonya Miller, Dist. 3, Puyallup
• Martina Allen, Dist. 2, Seattle
• Stephene Swift, Dist. 16, Camano Island
• Terry Surratt, Dist. 3, Port Orchard
• Marcie Turpin, Dist. 3, Olympia
• Betty Blondin, Dist. 3, Tacoma
• Annie Neil, Dist. 11, Vancouver
• Anita Stull, Dist. 2, Seattle
• Christina Enriquez, Dist. 2, Auburn
• Edna Cortez, Dist. 2, Seattle

DELEGATES TO THE NFN NATIONAL EXECUTIVE BOARD (2016-2019)
Marty Avey, Dist. 4, Spokane

DELEGATES TO THE NFN NATIONAL FEDERATION ASSEMBLY (2017)
Marty Avey is a Director on the NFN Executive Board, so she is automatically a delegate.
Susan E. Jacobson, who has been newly elected as Vice President of the NFN Executive Board, is also automatically a delegate.

• Julia Weinberg, Dist. 16, Bow
• Judi Lyons, Dist. 18, Ellensburg
• Martha Goodall, Dist. 4, Spokane
• Ann M. Whitley, Dist. 6, Yakima
• Edna Cortez, Dist. 2, Seattle
• Renata Bowlden, Dist. 3, University Place

DELEGATES TO THE ANA MEMBERSHIP ASSEMBLY (2015-2017)
• Office of the President (Jan Bussert)
• Kathy Ormsby, Dist. 4, Spokane

Iain Morrison, supervisor and election manager at Integrity Voting Systems, scans ballots at a secured counting facility in Everett, WA, on Monday, June 8, 2015.
New and Returning Staff at WSNA

In late May, Sara Frey JD, BSN, RN, transitioned to the position of Nursing Policy and Practice Specialist, a new role at WSNA. The position was created to support activities that enhance and support the profession of nursing and of WSNA's goals and priorities, as well as to ensure nursing's presence in the healthcare community.

Specifically, the position involves nursing practice policy, nursing scope of practice and education program planning; regulatory monitoring and analysis; and development, implementation and evaluation of WSNA programs.

Frey brings a great deal of education and experience to the role. Frey is not new to WSNA; she has been a Nurse Representative for more than six years. Her background also includes close to 20 years in emergency medicine, including a number of years as a flight nurse. As a flight nurse, Sara did a great deal of community outreach and education and at one point served as director of a flight program.

Before joining WSNA, Frey earned her law degree from Seattle University School of Law. One of her goals in attending law school was to move into policy and practice work that could help shape the future of the nursing profession. Her BSN is from Pacific Lutheran University.

Jennifer Ashton McCausland, BSN, MPA, joined WSNA in June as the Legislative Affairs Director. Her experience bridges the clinical, administrative, public policy and issue advocacy fields.

McCausland launched her career at Princess Alexandra Hospital in Australia, earning a diploma in general nursing and midwifery. Following a year fellowship in the cardio thoracic operating room at Greenlane Hospital in Auckland, New Zealand, she travelled to the United States, settling in Seattle. Her career here includes clinical settings in the intensive care unit at Northwest Hospital, shift supervisor at GroupHealth Hospital and Medical-Surgical Services Manager at Evergreen Hospital.

She completed both her BSN and master's in public policy and administration (MPA) and turned to the public sector, joining the Washington Office of the Insurance Commissioner as Legislative Liaison and later as Deputy Commissioner. There, McCausland championed a variety of health reform initiatives, changes in domestic violence coverage provisions and increased consumer protection regulation.

She added private sector experience working with the Health Corporation of America in Texas, managing both state legislative outreach and the Clinical Appeals Division.

Through her own public affairs firm in the Northwest, McCausland launched successful legislative advocacy and education campaigns, including an effort to permanently fund problem gambling treatment and prevention programs for teenagers. She created a national blood donor recruitment program, a consumer insurance information resource, the Code Med public health information series and, most recently, WhatsUpGov.us, a digital platform delivering a weekly news bulletin on policy and advances in government.

A committed academic, McCausland is working towards achieving her master's in health administration from the University of Washington and holds graduate credentials in health economics and outcomes research, and Lean, Six Sigma performance management.

Ruth Schubert started at WSNA in May as the Communications & Public Relations Program Manager. She brings to the role a wealth of experience in strategic communications, advocacy, journalism and union leadership.

Schubert served as the Communications Coordinator for Affordable Care Act (ACA) Implementation in the policy office of Gov. Jay Inslee, where she brought together communications leads from state agencies, the Washington Health Benefit Exchange and the Office of the Insurance Commissioner to coordinate messaging and communications efforts. She also served as the ACA point person for the governor’s communications team.

As Communications Manager at the Children's Alliance, Schubert worked on a number of advocacy campaigns, including the coalition effort to pass the Cover All Kids law, which created the Apple Health for Kids program in Washington state.

For seven years, Schubert was a reporter at the Seattle Post-Intelligencer, where she served on the contract bargaining team and as president of the Pacific Northwest Newspaper Guild. She holds a Master's degree from the Columbia University School of Journalism in New York City.

In May, WSNA welcomed back Terri Williams, MS, RN, as a Nurse Representative for EvergreenHealth and Virginia Mason Medical Center. For eight years, Williams was a floor nurse, including four years as an oncology and end of life care nurse and four years in the float pool at Virginia Mason.

While at Virginia Mason, Williams was active in the local unit, experience that helps her serve as a nurse rep. She works closely with local unit officers and offers her expertise and training to her nursing colleagues.

Before nursing, Terri worked extensively in secondary and higher education settings, developing curriculums and “training the trainers.” She holds a B.S. in education with an earth and space science endorsement and an M.S. in gerontology as well as a nursing diploma.
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 RNs or to advance their education with a BSN, Master's or doctoral degree. We are all aware that tuition costs have climbed 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 honorees a letter notifying them that you have honored them with a donation to WSNF (Note: Donation amounts are confidential).

Are you interested in giving 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

<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000</td>
<td>To help fund scholarships to nursing camp for high school students</td>
</tr>
<tr>
<td>$5,000</td>
<td>To study nurse practitioners barriers to practice and barriers to prescribing</td>
</tr>
<tr>
<td>$500</td>
<td>To support toy safety and health promotion at a community clinic for the uninsured in a culturally diverse area of King County</td>
</tr>
<tr>
<td>$500</td>
<td>To study the attitudes of nursing staff toward safe lift equipment and policies</td>
</tr>
<tr>
<td>$1,000</td>
<td>From the Etta B. Cummings Fund to assist a nurse with extraordinary medical expenses</td>
</tr>
<tr>
<td>$2,500</td>
<td>To assist nurses in the aftermath of Hurricane Katrina and other natural disasters</td>
</tr>
<tr>
<td>$500</td>
<td>To support staff education to improve patient safety initiatives and outreach at a critical access hospital serving rural eastern Washington</td>
</tr>
<tr>
<td>$500</td>
<td>To support bicycle safety awareness and helmet use</td>
</tr>
<tr>
<td>$1,376</td>
<td>For research on culturally competent health care for Latinos in the Yakima area</td>
</tr>
</tbody>
</table>

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

### WSNF BOARD OF TRUSTEES (2013-2015)

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

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

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

To make a donation or to apply for a grant, visit [www.wsna.org/wsnf](http://www.wsna.org/wsnf)
Outgoing WSNA President Susan Jacobson Elected Vice President of NFN

WSNA Well-represented at the National Federation Assembly

The National Federation of Nurses held its biennial National Federation Assembly in Chicago on May 22–23, with representatives from nursing labor organizations in Washington, Oregon, Ohio and Montana.

Susan E. Jacobson, who served for the last two years as President of WSNA, was elected Vice President of the National Federation of Nurses, to serve a term of four years. Jacobson has served her local unit and WSNA in many leadership positions, including serving as Vice President of WSNA. She now takes her leadership skills to the national level.

Election of officers is one of the primary purposes of the assembly, along with considering resolutions and amendments to the NFN Constitution.

The Assembly passed two resolutions: Resolution Opposing the Nursing Licensure Compact and Resolution Concerning the Staff Nurse and Preauthorization Forms. Actions to implement these resolutions will include informing nursing organization partners, advocating against the Nursing Licensure Compact and supporting the state members of NFN in advocacy against the compact. NFN will also convene a committee and work with its nursing partners to study the extent of the issue and seek solutions to the problem.

WSNA was well represented at the meeting. Marty Avey (Dist. 4, Spokane) and John Tweedy (Dist. 16, Camano Island) attended as NFN National Executive Board of Directors members. The 2015 WSNA delegates were: Julia Barcott (Dist. 6, Yakima), Edna Cortez (Dist. 2, Seattle), Martha Goodall (Dist. 4, Mead), Doug Harper (Dist. 2, Seattle), and Jacobson (Yakima). Attending as Observers were Bailee Walters (Dist. 98, Toppenish), Herbie Aganda (Dist. 6, Yakima) and Christina Thompson (Dist. 6, Yakima). Anne Tan Piazza, WSNA Assistant Executive Director of Government Affairs & Operations, also attended to provide staff support to the delegates.

Recently Settled Contracts

<table>
<thead>
<tr>
<th>Island Hospital</th>
<th>Wage Increases</th>
<th>Other Changes/Gains</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anacortes</td>
<td>2.25%</td>
<td>▶ Standby pay: Stepped increase from $3.00 to $4.00 over the life of the contract</td>
</tr>
<tr>
<td></td>
<td>1.25%</td>
<td>▶ Improved BSN, MSN and certification premiums</td>
</tr>
<tr>
<td></td>
<td>1.5%</td>
<td>▶ Language stating that rest periods “should generally be uninterrupted”</td>
</tr>
<tr>
<td>Signing bonus:</td>
<td>2.25%</td>
<td>▶ Improved PTO scheduling language</td>
</tr>
<tr>
<td>2.25% lump sum</td>
<td>through the first payroll period of the new contract</td>
<td>▶ Improved, more defined process for layoff, recall and restructure based on seniority</td>
</tr>
<tr>
<td></td>
<td></td>
<td>▶ WSNA-represented staff eligible for severance pay and benefit continuation per facility policy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>▶ Enhanced staffing committee language</td>
</tr>
<tr>
<td></td>
<td></td>
<td>▶ Improved payment of PTO language</td>
</tr>
</tbody>
</table>

| PeaceHealth     | 2%              | ▶ BSN premium increased to $1.00 per hour |
| St. John Medical | 2%              | ▶ Increase in PTO accrual rates |
| Center          | 2%              | ▶ Increase in charge nurse, lead clinic nurse, and relief charge nurse premiums |
| Longview        | 2%              | ▶ Shift differentials increases on Oct. 1, 2015 and Oct. 1, 2016 |
|                 |                 | ▶ Major and significant improvements to Nurse Staffing Committee language |

| Skagit Valley    | 2%              | ▶ BSN premium increased to $1.50 per hour |
| Hospital         | 2%              | ▶ Retirement plan language requiring the hospital to maintain matching contributions for the life of the agreement |
| Mt. Vernon       | 2%              | ▶ New language requiring the hospital to maintain a staffing committee and that nurses on the committee will be paid for attendance. |

| St. Luke's       | $1.00 per hour  | ▶ Improved language about low census and floating |
| Rehabilitation   | added to all wage scales | ▶ Retirement plan language requiring the hospital to maintain matching contributions for the life of the agreement |
| Institute        | on Oct. 1, 2016 | ▶ New language requiring the hospital to maintain a staffing committee and that nurses on the committee will be paid for attendance. |
| Spokane          | $2.25 per hour  | ▶ Improved language about low census and floating |
|                  | for work performed between the hours of 4 p.m. and 10 p.m. | ▶ Retirement plan language requiring the hospital to maintain matching contributions for the life of the agreement |

Learn more about the National Federation of Nurses at nfn.org.
DON'T MISS
WSNA’S PREMIER
LABOR TRAINING
EVENT!

As this summer draws to a close, join nurses from around Washington state at Campbell’s Resort, situated on the Lake Chelan waterfront just steps from Chelan’s charming downtown district. Get an update on the local and national labor scenes, learn to be a more effective local unit leader, celebrate your successes, and find out what’s coming next.

FIND YOUR
SUPER POWER

WSNA E&GW Leadership Conference
September 27–29, 2015
Campbell’s Resort, Chelan, WA
Debi Bessmer  
Debi Bessmer, BSN, RN has been a registered nurse for 27 years. She has practiced nursing in orthopedics, cardiac care and oncology. She has worked with WSNA for 10 years representing and advocating for nurses at facilities across the state.  

Sydne Brewer  
Sydne Brewer has been a nurse for seven years, specializing in hospice and palliative care. She knows the value of collective bargaining, having worked for many years without it. She is proud to be a part of WSNA, both as a member and staff.  

Christian Dube  
Christian Dube started this January with WSNA and comes with a decade of union and political/legislative experience. He was with the International Union of Operating Engineers Local 286 from 2006-2014 and prior to that, the Communications Workers of America WA/N. Idaho State Council.  
He is also a Washington State Labor Council Mother Jones Award recipient.  
Christian received his degrees in Political Science, History (emphasis non-western nations) and Global Studies (emphasis cultural diversity) from Pacific Lutheran University.  

Tara Goode  
Previously a firefighter / EMT, Tara Goode has been a registered nurse for more than a decade. At UW Medical Center, she was a Local Unit rep, served twice on her local unit’s negotiating team, and was on the Health and Safety Committee. She has been on staff at WSNA as a Nurse Organizer since 2008.  

Rick Kuplinski  
Rick Kuplinski is a Deputy Director in the AFT Department of Organization and Field Services. He has been part of the AFT staff since 1983 and has worked extensively in the field as an Organizing Communications Specialist and a trainer. Currently, Rick resides in San Diego but works with local union leaders nationwide to encourage them to approach organizing as something that they must constantly do, as opposed to something that has already been done. Through his work, he provides guidance to local unions on how to better engage with members and potential members in ways that lead them to see the union as a cause they support (vs. a service they buy) and union membership as an active proposition.  

Judy Marken  
Judy Marken has been a registered nurse for 34 years, specializing in medical-surgical and OB/GYN nursing care. She worked as a Nurse Representative for WSNA for several years and is currently working for WSNA as a Nurse Organizer. She has been instrumental in making our organizing efforts and campaigns a success, primarily at PeaceHealth Southwest.  

Jaclyn Perkins  
Since graduating nursing school in 2003, Jaclyn Perkins, BSN, RN has been advocating for nurses and has worked for WSNA for five and a half years as a Nurse Representative/Organizer. Prior to coming to WSNA, Jaclyn was a Certified Nurse specializing in the Operating Room, was an active Local Unit Rep, and served on her local unit negotiating team. Jaclyn previously taught Grievance Officer Training at the 2011 Leadership Conference and was a guest speaker at the 2013 P.E.O. Annual Scholarship for Women event.  

Anne Tan Piazza  
Anne Tan Piazza joined the Washington State Nurses Association in 1997. She is the Assistant Executive Director of Governmental Affairs and Operations. Her passion for health policy and political activism has led WSNA to the forefront in legislative efforts addressing key nursing and patient safety priorities.  

Ruth Schubert  
Ruth Schubert started at WSNA in May. Her communications experience includes coordinating ACA communications in Governor Inslee’s Policy Office and six years managing communications campaigns for the Children’s Alliance. For seven years she was a reporter at the Seattle Post-Intelligencer, where she served on the contract bargaining team and as the President of the Pacific Northwest Newspaper Guild.  

Sally Watkins  
Sally Watkins, PhD, RN, is currently the Administrative Director for Clinical Resource Management with Franciscan Health System, a position that provides consulting expertise and education to support enterprise-wide operational improvement. She has over 35 years of nursing experience including holding senior level positions in administration, being a nurse educator in multiple schools of nursing, and working on policy and practice issues with a variety of professional associations including WSNA, ANA, NWONE and NCQAC.  

Randi Weingarten  
Randi Weingarten is an attorney, educator, and the current president of the 1.6 million-member American Federation of Teachers (AFT), AFL-CIO. She has been an influential champion of education reform and her column “What Matters Most” appears in the New York Times Sunday Review the third Sunday of each month. Under her leadership, the AFT has continued to grow and expand its voice as a union of professionals. In 2013, the National Federation of Nurses, representing 34,000 nurses, voted to affiliate, making the AFT the second-largest union of nurses in the country.  

Hanna Welander  
Hanna Welander has been a Registered Nurse since 1996 and has been on staff at WSNA for 12 years. She spent many years as a Public Health Nurse with the Seattle - King County health department, where she served as the Local Unit Chairperson for three years. Hanna became intensely interested in social media in the work place after numerous grievances arose because of postings by nurses. Hanna has presented other WSNA classes including Introductory and Advanced Grievance Handling and Assignment Despite Objection.  

Patty Wooten  
Patty Wooten is a nurse-humorist and an industry icon whose laughter, wit and wisdom heal the hearts of audiences around the world. She has published three books and more than 50 articles about the therapeutic value of humor and laughter. Her research about humor and burnout was presented at the International Society for Humor Studies. Patty has appeared on numerous television shows including, “To Tell the Truth,” and her work has been featured in USA Today.
SUNDAY, SEPT 27

12:00 p.m. - 1:00 p.m. Early Registration

1:00 p.m. - 5:00 p.m. Fall Local Unit Council Meeting
All are encouraged to attend; you do not need to be a Local Unit officer.

MONDAY, SEPT 28

7:30 a.m. - 8:30 a.m. Breakfast / Visit the Vendors

8:30 a.m. - 9:00 a.m. Welcome and Introductions

9:00 a.m. - 10:30 a.m. Finding Comedy in Chaos
Patty Wooten

10:30 a.m. - 10:50 a.m. Break / Visit the Vendors

11:00 a.m. - noon Labor Update from AFT
Randi Weingarten - President, AFT

Noon - 1:00 p.m. Lunch / Visit the Vendors

1:00 p.m. - 2:30 p.m. Education Sessions

A Essential Skills in Organizing / Talking Union
Rick Kuplinski - Deputy Director, Department of Organization and Field Services, AFT

B Local Unit Leadership I
Hanna Welander, BSN, RN - Nurse Representative, WSNA
Debi Bessmer, BSN, RN - Nurse Representative, WSNA

C Increasing Member Engagement
Sydne Brewer - Nurse Organizer, WSNA
Tara Goode - Nurse Organizer, WSNA
Judy Marken - Nurse Organizer, WSNA
Jaclyn Perkins - Nurse Organizer, WSNA

D Members Speak Workshop
Heather Stephen-Selby, MSN, ARNP - Assistant Executive Director of Nursing Practice, Education & Research, WSNA

2:30 p.m. - 3:00 p.m. Break / Visit the Vendors

3:00 p.m. - 4:30 p.m. Education Sessions

A Essential Skills in Organizing / Unit Structure
Rick Kuplinski - Deputy Director, Department of Organization and Field Services, AFT

B Local Unit Leadership II
Hanna Welander, BSN, RN - Nurse Representative, WSNA
Debi Bessmer, BSN, RN - Nurse Representative, WSNA

C Increasing Member Engagement
Sydne Brewer - Nurse Organizer, WSNA
Tara Goode - Nurse Organizer, WSNA
Judy Marken - Nurse Organizer, WSNA
Jaclyn Perkins - Nurse Organizer, WSNA

D Members Speak Workshop
Heather Stephen-Selby, MSN, ARNP - Assistant Executive Director of Nursing Practice, Education & Research, WSNA

4:30 p.m. - 4:55 p.m. Break  Change into your WSNA t-shirt for the group photo

4:55 p.m. Group Photo

5:00 p.m. - 6:00 p.m. Break  Change into your superhero outfits for the photo booth

6:00 p.m. - 7:00 p.m. Reception / Photo booth

7:00 p.m. - 9:00 p.m. Local Unit Awards Banquet
**EDUCATION SESSION 1**
Select one:
- A Organizing: Talking Union
- B Local Unit Leadership I
- C Increasing Member Engagement
- D Members Speak Workshop

**EDUCATION SESSION 2**
Select one:
- A Organizing: Unit Structure
- B Local Unit Leadership II
- C Increasing Member Engagement
- D Members Speak Workshop

**PAYMENT**
- ☐ Check / Money Order payable to WSNA
- ☐ Visa / MasterCard
  - Card Number: ____________________________
  - Exp Date: __________ / __________
  - Cardholder Name: _______________________
  - Cardholder Signature: ___________________
- ☐ Local Unit Funds
  - Local Unit: ____________________________
  - Signature of Local Unit Chair: _______________________

**REGISTRATION**

**RETURN TO US...**

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

**FEES**
Attendance fee: $325
- (+ awards banquet guests x $40)
  - Total amount due

**EDUCATION SESSION 1**
- A Organizing: Talking Union
- B Local Unit Leadership I
- C Increasing Member Engagement
- D Members Speak Workshop

**EDUCATION SESSION 2**
- A Organizing: Unit Structure
- B Local Unit Leadership II
- C Increasing Member Engagement
- D Members Speak Workshop

**SPECIAL DIETARY NEEDS** (if applicable)
- ☐ Vegetarian
- ☐ Vegan
- ☐ Gluten-free

*Or register online at www.wsna.org/leadership*
Nurses Week Events  
Around the State  
May 6-12, 2015

1 & 3  
Nancy Wilder and Edna Cortez strike a pose after decorating the Waiting for the Interurban sculpture in Seattle’s Fremont neighborhood.

2  
Diane Gilmore and Melissa Hollenbeck, at Kadlec Regional Medical Center.

4  
Martha Galvez, Local Unit Chair at Kadlec Regional Medical Center.

5  
Kay Langevin, with her team, has organized a nurses week breakfast at Kadlec Regional Medical Center for the past three years.

6  
Kittitas Valley Healthcare nurses gather for a dinner at the China Inn restaurant in Ellensburg.

7  
Paul Kelly, Local Unit Chair at Kittitas Valley Healthcare.
8 A lively auction at the King County Nurses Association Spring Banquet raises funds for the KCNA scholarship program.

9 KCNA holds their annual meeting & spring banquet at the Ballard Beach Club in Seattle, where a good time is had by all.

10 Nurses at Kadlec Regional Medical Center in Richland start (or end) their day with a breakfast celebration.

11 Josh Weston, grievance officer, and Kellen Klein, on the bargaining team at Kadlec Regional Medical Center, help members sign in at breakfast.

12 & 13 The Seattle Childrens Hospital Local Unit hosts a dinner at Ray’s Boathouse.

14 Janet Stewart, Sandy Shovlain and Tami Green deliver specially made cookies to coworkers at St. Joseph Medical Center–Tacoma.

15 Kavita Palmer, Trina Jenkins and Sue Clark celebrate their winnings from a drawing at PeaceHealth Southwest Medical Center in Vancouver.

Credits
1, 2, 4, 5, 10 and 11 Ben Tilden
2, 12 and 13 Courtesy of Edna Cortez
6 and 7 Sue Lawatchee
8 and 9 King County Nurses Association/Katina Arnott
14 Courtesy of Janet Stewart
15 Mara Kieval
In 1996, WSNA established the Hall of Fame to recognize and honor the achievements of Washington State RNs who have made significant lifetime accomplishments in the nursing profession. WSNA continually seeks ways to encourage all RNs to strive for excellence in nursing, and the WSNA Hall of Fame is the highest level of recognition that WSNA bestows on WSNA members to recognize and support those who demonstrate the highest standards of their profession.

Criteria: Each nominee must have demonstrated excellence in the areas of patient care, leadership, education, public service, nurse advocacy, heroism, patient advocacy and/or clinical practice and have made achievements that have affected the health and/or social history of Washington State through sustained, lifelong contributions. The nominees must have been or currently be members of WSNA. The nominee may be living or deceased.

Go to www.wsna.org/Hall-of-Fame to download and complete the nomination form (Word format). Attach documentation to support the award criteria, include a photograph of the nominee, and return it to:

WSNA, attention: Hall of Fame
575 Andover Park West, Suite 101
Seattle, WA 98188

Typed nomination forms must be received at WSNA by Nov. 15, 2015, to be considered for the 2016 Award. Nominees will be notified in January 2016.

1996
Betty Anderson, RN, BSN, M.Ed
Betty Harrington, RN, BSN, M.Ed
Janet Holloway, MA, RNC
Katherine J Hoffman, RN, MN, PhD
Minerva Blegen Sathe, RN
Myrtle Warneke, RN

1998
Marguerite Cobb, MN, RN
Dolores “Deo” Little, MN, RN
Mary Ann Thimmes, MN, RN

2000
Mary Lee Bell, MPA, BSN, RN-C
Joanna Boatman, RN
Shirley M Gilford, BSN, RN
Muriel G Softll, MPA, MEd, BSN, RN
Frances Terry, MN, ARNP
Elizabeth R. Thomas, BSN, ARNP

2002
Eunice Cole, RN, BSN
Barbara Thoman Curtis, RN
Rosa Franklin, RN
Patty Longstreet Hayes, RN
Margarita Prentice, RN
Louise Shores, RN, EdD

2004
Marjorie Batey, PhD, RN, FAAN
Bobbie Berkowitz, PhD, RN, FAAN
Janice Ellis, PhD, RN
Beverly M. Horn, PhD, RN, FAAN
Erin King, RN, MN
Jeanne Quint Benoliel, PhD, RN, FAAN

2006
Pat Greenstreet, JD, BSN, RN
Barbara Innes, EdD, RN
Paul Kunkel, MS, RN
Frank T. Maziarz, CRNA, BSN, MS, CLNC
Lois Price-Spratlen, MN, PhD, RN, CNS, FAAN
Susan Wilburn, BSN, MPH, RN

2008
Anne Foy Baker, RN
Etta B. Cummings, RN
Sister John Gabriel, RN
Evelyn Hall, RN
May S. Loomis, RN
Anna R. Moore, RN
Lillian B. Patterson, RN
Elizabeth Sterling Soule, RN

2010
Mary Bartholet, MS, RN
Anna Mae Erickson, RN
Verna Hill, MN, BSN, RN
Louise Kaplan, PhD, MN, ARNP
Margaret M. Ouchi, MN, RN
Thelma Pegues, MN, BSN

2012
Helen Behan, MN, RN
Helen Kuebel, MSN, RN
Frankie T. Manning, MSN, RN
Maureen B. Niland, PhD, MS, BSN, RN
Gretchen Schodde, MN, ARNP, FNP-BC
Beverly Smith

2014
Joan M. Caley, RN, MS, CNS, CNL, NEA, BC
Col. Margarethe Cammermeyer, (Ret.) PhD, RN
Thelma Cleveland, PhD, RN
Maxine Davis Haynes, MN, RN
Janet Primomo, PhD, RN
Rheba De Tornyay, EdD, RN, FAAN
In Memoriam

Jean Winifred Blagg
1929-2014

Age 85, Jean Winifred Blagg died peacefully surrounded by her beloved husband and their four children on Sunday, October 26, following a short illness.

Born in Cleckheaton, Yorkshire, England, on July 14, 1929, the daughter of Stanley and Nellie Thomas, she trained as a nurse at Leeds General Infirmary and as a midwife at St. Thomas’ Hospital, London. She was a senior nurse in Leeds when she met her husband, Dr. Christopher Blagg. They married in December 1953 and lived in Leeds and London before finally moving to Seattle in 1966. They bought a house on the north end of Mercer Island in 1967 and moved to Covenant Shores in 2013. At various times in her career, Jean worked at Leeds General Infirmary, the Putney Hospital in London and the Leeds Maternity Hospital and as an obstetric nurse at Overlake Hospital in Bellevue.

Upon moving to Mercer Island, she became an active member of the Emmanuel Episcopal Church congregation. She was a member of the Women’s University Club, the Mercer Island Shore Club (during her tennis playing days), the Arboretum Foundation and several other organizations. She was a past president of the Friends of the University of Washington School of Medicine and of the North Mercer Junior High School PTA. She will be sorely missed by her many friends on Mercer Island, Seattle and the greater Northwest, across the United States and in the countless places around the world she visited with her husband.

She is survived by her husband of almost 62 years, Christopher, her daughter Alison and son-in-law Daniel, her daughter Elizabeth and son-in-law Gary, her son Christopher James and daughter-in-law Janet, her son Simon and daughter-in-law Maggie, eight grandchildren, one great-grandchild and her older brother, Alexander.

Constance (Connie) Clare Fogg
1943-2015

Constance (Connie) Clare Fogg, of Camas, WA, passed away peacefully with her husband by her side after a short illness at her winter home in Buckeye, Arizona, on March 29, 2015.

Connie was born May 29, 1943, in Seattle to Joseph and Olga Culwell. Her father was a construction worker who helped build the Columbia River dams and irrigation canals in Eastern Washington. The family moved frequently, and it wasn’t unusual for her to change schools two or three times a year, making friends wherever she lived. The family settled in Pasco, WA, where she graduated from high school and met her husband, Larry Fogg. Connie and Larry reconnected in Pasco a few years later once she returned from nursing school, and he returned from the Navy. They fell in love and were...
married soon thereafter. They would have celebrated their 50th wedding anniversary in May.

Connie graduated from Sacred Heart School of Nursing in Spokane in 1964 and began her over 40-year nursing career at Our Lady of Lourdes Hospital in Pasco. She worked as a registered nurse at Southwest Washington Medical Center for more than 30 years before her retirement. Her bright friendly smile, laughter and compassion gave that extra dose of medicine every patient needs.

She lived for her husband, four sons and eight granddaughters (her dance team); they were her pride and joy. She joyfully welcomed four step-grandsons as the family grew. Connie’s zest for life and her radiant smile brought joy to everyone she met. She never forgot a birthday, missed a reunion or a family gathering. She loved the little things in life: a cup of coffee, the national anthem, cheering on boys and girls at sporting events, burnt hot dogs, everything red, white and blue, bright red geraniums, cross-stitching, silk nighties, watching the Olympics, finger nail polish and video poker.

She is survived by her husband Larry, two brothers, Paul (Eva) Culwell of Issaquah, WA, and Patrick (Cheryl) Culwell of Kennewick, WA, sons Ed (Maria) Fogg and Marty (Michelle) Fogg, all of Vancouver, WA, Andy (Karen) Fogg, and Joe (Heather) Fogg all of Portland, OR, and grandchildren Kierney, Jackson, Kennon, Serena, Trevor, Carsen, Caden, Mary, Mia, Jane, Sydney and Ella, and numerous nieces and nephews who will miss her dearly.

In lieu of flowers, the family requests donations be made to the WSNF Fund for Nursing Scholarships. 575 Andover Park West, Suite 101, Seattle, WA 98188, 206.575.7979.

If you would like to submit an obituary to WSNA, you may do so by emailing newsletter@wsna.org.

King County Nurses Association
District 2

The 2015 KCNA Annual Meeting & Spring Banquet was a great success, and a great deal of fun as well! More than 130 nurses and nursing students were on hand to enjoy the auction (100% of proceeds went to scholarships), the dinner program, a tasty buffet and a sterling view of Shilshole Bay. Lively auctions garnered a total of $11,365. Together with cash donations made prior to the event, KCNA raised a grand total of $20,630 toward scholarships for deserving nursing students in King County.

Many special honors were given this year, including the President’s Award, Shining Star Nurse Awards (and Honorable Mentions) and 2015 scholarship awards:

THE PRESIDENT’S AWARD
Jim Mitre was an amazing nurse and an active member of King County Nurses Association. Mitre died last May following a brief illness. A graduate of Shoreline Community College, Mitre earned his BSN and MSN degrees at University of Washington, Bothell. He worked at Seattle Children’s Hospital for 32 years, primarily on the inpatient psychiatric unit, and loved teaching nursing students at Seattle Pacific University. Mitre was a lifelong learner who believed in the healing power of music and could play any instrument he picked up. He believed in helping the underserved and found great satisfaction in working with KCNA’s Neighborhood Health Special Interest Group to help the homeless. Mitre is survived by his wife, Teresa, a nurse at Seattle Children’s, and his children Kristen and Nick.

SHINING STAR AWARDS FOR EXCELLENCE IN NURSING
Christina Enriquez has been a nurse at Auburn Public Health for 29 years, providing maternity support services and infant case management, including services to CPS clients and weekly clinics at the Muckleshoot Indian Reservation. During the summer of 2014, Enriquez worked tirelessly to advocate for her clients after King County announced the proposed closure of four public health clinics, including Auburn’s. She organized rallies, collected petitions, reached out to community partners, and attended city council meetings, all during her “off” hours and while helping to care for grandchildren and her elderly mother. Progress was made, and the clinic was saved. A colleague says about Enriquez, “She is a dedicated nurse with a big heart, an advocate with a passion for all that she does, and a friend who is genuine, caring and fun.”

Lynn Von Schlieder has more than 43 years of experience in nursing, in acute care civilian and military settings. Her background includes emergency nursing, critical care, medical-surgical, pediatrics and flight nursing. Von Schlieder has served on KCNA’s Board of Directors and on the Program and Nomination committees. She is director of the nursing program and a professor at Shoreline Community College, and she actively represents the program throughout the college and in the community. According to colleagues, Von Schlieder handles her very complex job with grace. She mentors students in a way
that is supportive and professional. Her leadership style focuses on communication and faculty involvement. She has brought faculty together, improved communication, and initiated several quality-improvement activities.

**HONORABLE MENTION: SHINING STAR**

**Anita Stull** is a psychiatric nurse at the University of Washington Medical Center; her nominator calls her “the backbone of the unit.” Stull has helped orient many new nurses, and is always ready to teach and to learn from both patients and other staff.

**Courtney Bello Neves** works in medical telemetry for critically ill patients at Virginia Mason Medical Center. She is a proponent of continuing education and evidence-based practice, and she serves as her unit’s night-shift “sepsis champion.”

**SCHOLARSHIP AWARDS**

Fifteen scholarship recipients were awarded $2,500 each, for a total of $37,500! Awards were made to students pursuing initial licensure as RNs, RNs pursuing BSNs, and advanced-degree students. This year’s recipients include: Hoda Abdirahman, Melanie Brown, Tamica Gant, Maria Solano, Adam Stopka and Amal Yusuf (Seattle University); Claire Han and Brooke Powers (University of Washington); Julie Hudson (Lynnwood Community College); Melissa Ebben, Lauren Hulbert and Tatiana Vasilishin (UW-Bothell); Michelle Nguyen (Bellevue College) and Mikaela Beloberk and Courtney Pullen (Seattle Pacific University). Watch for these rising stars in the coming years!

Since 1993, KCNA has awarded $299,750 to 185 deserving nursing students in King County. Scholarship recipients are selected on the basis of academic performance, school involvement, community service and professional activities.

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**Inland Empire Nurses Association**

**District 4**

The Inland Empire Nurses Association spring events have been very successful. There were nearly 100 nurses who packed the conference room at the Davenport Hotel on a Saturday morning in March to hear the energetic and engaging **Margaret Holm** from the Washington State nursing commission, speak on legal elements of documentation and emerging trends. The audience had several questions and the discussion was endless.

Our **Spring Gala** was also well attended, with Dr. Wendy Buenzli giving a speech entitled “Gratitude—The Key to Joy in Nursing Practice.” She brought us back to the enjoyment of why we went into nursing and how excited we were to become a nurse. There are many things for which to be grateful, and four students were very grateful to receive $1,000 scholarships from IENA that evening. The scholarship recipients were: **Ruth Bryant**, WSU PhD student; **Wendy Buenzli**, University of Mississippi PhD graduate; **Aaron Roberts**, WSU DNP student; and **Amber Hambrecht**, Gonzaga University BSN student. A well-deserved Lifetime Achievement Award was a surprise up until the name of **Lynette Vehrs** was read. The award was presented by those in attendance who learned from and worked with Vehrs.

What I recognized at these events was that nurses were networking, talking and sharing and, at the end, were motivated and asking how they, too, could become involved. As I reflect back on these past few months I find gratitude and joy in those who choose to become involved and who choose to learn and share and to encourage others to do the same.

With summer now here, I say: **Be safe, be grateful, continue to learn and share, and be involved in whatever way is right for you.**

— Libby Zadra, IENA President
New Members

WHATCOM COUNTY
BERNAL, EVELYN
CARSON, THOMAS
CLEMENT, ASHLEY
COHEN, REBECCA
COLEMAN, CAROLINA
DEYOU, TONYA
GARCA, MANUEET
GARDNER, JOELLE
KHIZHNIAK, ALEKSEY
KRUEGER, CHRISTINA
MAHAFFEY, LISA
MATTISON, ELIZABETH
MOWRY, RACHEL
MULDER, CHRISTIAN
NIEDZINSKI, MACIEJ
PETERSON, JANET
PRIETO, HEATHER
PRINTUP, MICHAEL
RAYBORN, AARON
RHODES, JAMES
RIHERD, LELA
RUTHERFORD, OLIVIA
SCHOLTEN, RILEY
UMLAND, PATTI
WHITE, JOSEPH

KING COUNTY
ABOLINS, GRACIELA
ADAMS, TE’ONNA
AN, MELANIE
ANDERSON, KRISTIN
ANDREWS, KRISTINA
ASANO, SAIKO
ASENCIO, SAMUEL
ASFA, SELAMAWIT
BAILEY, BRANNA
BALZANO, GREGORY
BARNET, GARY
BATH, GAGANDEEP
BAYLER, ANGELA
BEAUMIER, JEANETTE
BELL, JULIA
BENIPAL, AVEEN
BISCHOFF, PAULETTE
BLAND, CYNTHIA
BLANK, ARLEEN
BLEIER, ANNA
BRADLEY, PRAIYA
BRAKEFIELD, MICHELE
BRITT, MOSES
BROWN, JESSICA
BRZUSKY, BARBARA
BRUSTKERN, NICOLE
BUCHTA, MARGARET
BUCKLEY, STEPHANIE
BUFFORD, KATHERINE
BULLARD, PAUL
BUNKIS, MICHHELLE
BUNKER, KATHRYN
BURKE, JOANNE
BUSEKRUS, ABIGAIL
BUTCON, CARLYLE
CALLOW, GRACE
CAVE, AMBER
CHAPMAN, AMY
CHEONG, JENNA
CLARK, MICHELLE
CLAYTON, TONI
COLEMAN, DANIELLA
CONLEY, CHARLOTTE
COURTNEY, KATHERINE
CRIS, KIERA
CROWELL, CHARLES
CRUZ, CORAZON
CUCINELLA, GINA
DASO, SARAH
DAY, AUBREY
DAZA, RACHEL
DEHKORDI, MAHIN
DELANEY, KIMBERLY
DIALLO, MIRIAM
DIFERDINANDO, CHRISTINA
DIRWAY, JOHN
DOLAN, SAMANTHA
DONAHUE, KELLY
DORCY, MICHAEL
DURAND, SUSAN
ECOLANGO, AMEE
ELKINS, CAITLIN
ELLIOTT, JAMES
ELLSWORTH, HANNAH
EMERY, BARBARA
EMMONS, HOLLY
ENACHO, ADRIANA
EREMONO, COURTNEY
EVANS, ANA
EZEZ, GLYNDA
FISHER, MARA
FITZPATRICK, CAROLINE
FLORES, GIRLIE
FORBES, ELIZABETH
FOSTER, MICHLE
FREER, KRISTIN
FREITAG, M. JANE
FREY, ERIKA
FU, WAN YAI
FUJIIWARA, RACHEL
GISANG, DANIEL
GISILA, DEMAKE
GRiffin, ANN
GRODA, CASEY
HAAK, MELANIE
HACKETT, DANIELLE
HAGERMAN, JANE
HALL, MARY
HANAJenko, GALINA
HARDING, MARSHA
HARMON, ALLISON
HARRIS, TOMMIE
HEATH, MICHELLE
HEMPELL, MELISSA
HENWOOD, COLLEEN
HERNANDEZ, NICHELLE
HOKET, PETRA
HOMEWOOD, KATE
HUBACEK, CHRISTINE
HUFFMAN, CHANELLE
HUGHS, GWENDOLYN
HULL, REBECCA
HUNT, CORINNE
HUTHMACHER, ARIANA
IRONS-HUNT, ELAINE
JENNINGS, DEVON
JIMENEZ, JONATHAN
JOHANSEN, SHANNEWELL
JOHNSTON, HEATHER
JOOF, MOOMODOU
JORDAN, JACLYN
KATARIA, UMA
KAUR, AMRITA
KEARNS, MEGAN
KEARNY, MICHAEL
KEENAN, KELLY
KEITH, RUTHANN
KIM, HANNAH
KIM, NICOLE
KIGHT, JOLEEN
KOCH, KAYLEY
LANDIS, GABRIELLE
LANE, PAIGE
LEBER, WENDY
LEDESMA, NICOLE
LEE, TIMOTHY
LEON, ELISABETH
LIN, MIRIAM
LOCK, JOSEPH
LORDICO, CRISTINA
LOPEZ, MARIA
LUNDE, MALYSSA
MACHUT, KELSEY
MACKIE, SHANNA
MALONE, PATRICIA
MAMBATKARIMOVA, ADA
MARSUHR, MELISSA
MARTINEZ, PATRICIA
MASSON, ELYSE
MBATAI, SHEILAH
MCCULLOCH, JOEL
MCCURLEY, MADISON
MCGUIRE, AMANDA
MERRA, SAMSON
MAYER, EMILY
MICKAELS, DANIELLE
MILLER, CARMEN
MILLS, REBECCA
MORTINSON, SANDRA
MURPHY, JAMES
NEWELL, MELISSA
NGUYEN, CLORENA
NGUYEN, JAMES
NIECENWANDER, KESHA
NORDLIE, MELISSA
NOWIK, AMY
OCAMPO, ANSERINE
OLSEN, TORI
OWEN, HEATHER
PADON, CAITLIN
PAISANO, DOMINIQUE
PALL, DONNA
PALMIANO-EPPS, MELODIE
PARK, MESA
PASLEY, RACHEL
PEREZ, VALE SUSBAN
PHAM, THERESA
PIETERSHANSKI, DENISE
PIQUETTE, KIRSTIN
POOL, DEBORAH
PORTER, ALICIA
RADULOVIC, MARIA
RAMIREZ HALL, PATRICIA
RASMUS, CHELSEA
RATHBURN, AMELIA
RAYMOND, MICHAEL
REEB, EMILY
REED, DESIREE
REENTS, LIZABETH
REYES, EMILY
REYES, JENIFER
ROSBLANE, SEAN
RUSNAC, OLIVIA
RUSSO, TARA
SANCHEZ, MELISSA
SAUNDERS, SARA
SCHELTINGA, KATHLEEN
SCHWARZ, KATHERINE
SEMYNUK, OLEKSII
SEYOMU, TSEHAY
SHEPARD, JUSTIN
SHEPHERD, JACK
SHORMAN, RENEE
SMITH, BETHANY
SMITH, GLORIA
SMITH, JESSICA
SMITH, MONIKA ANN
SOCHENDA, ROXANNE
SPECKMANN, VIRGINIA
STAIR, CHRISTINE
STEVENS, KEELY
STRAND, KRISTEN
STRATTON, ELIJAH
STUDLEY, MARGARETHA
SULLIVAN, JAMES
TAKAGI, CAROL
TAYLOR, JAMIE
TEGEGNE, MEAZA
TEKESTE, TIKEL
TERRELL, MELANIE
TOOYE, MAGDALENA
TORCHA, CAROL
TORRES, GLORIA
TOSTRVET, SHAWN
TOVES, ROSE
TRAN-MCUIGRE, HIEN
TRAVIS, JACQUELINE
TRICKETT, RACHEL
TULLIS, DAVIN
TUNG CHAU, ALSA
UPTON-ROWLEY, GEOFF
USTE, RACHEL
VAFAEZADEH, MINA
VALENBERG, KASSIDY
VANIER, CORINNE
VAN, DANA
VLASIN, ALEXANDRU
WACHTER, RYAN
WADE, ELIZABETH
WEBER, ROBIN
WILLIAMSON, BREANNE
WILLIAMSON, KATHRYN
WILLIS, ROBERT
WIST, JACQUELINE
WOLDEKiros, HAREGWEIN
WOLTER, MARK
WONG, LEAH FRANADA
WRIGHT, SALLY
YAKEL, JULIANNE
YARBOROUGH, CHARISE
YUN, NICOLE
ZELDENRUST, TERA
ZELDNER, MOLLY
ZIMBA, SALOME

PIERCE COUNTY
AMES, AMILZAH
BATTIE, RENNA
BLAU, GINGER
BOSTON, HANNAH
BOUCHER, HAILIE
BRammer, HARMONY
BREAM, BRENNA
CARRILLO, ALEXANDRA
CHOI, YOON
CHOPRA, RAISA
COFFEY, WILLIAM
CORDOVA, JACQUELINE
CRAGHE, JAIME
CROOKSHANK, CARRIE
CUNNINGHAM, KIMBERLY
DALI, DORI
DANG, ALEXA
ECHON, RONALD
ENG, WHITNEY
ERICKSON, NICOLE
FENWICK, DANIELLE
FERGUS, CHRISTINE
FISHER, LORRAINE
FOUTZ, SYDNEY
Frey, JENNIFER
GALBREATH, KATIE
GARCIA, MELISSA
GARIGLIO, ADRIENNE
GIROUX, KIRA
GRANLUND, MOLLY
HAGEN, NICHOLAS
HAMILTON, JENNIFER
HANSEN, SHELBY
HENDRICKSON, KIMBERLY
HERNANDEZ, CHRISTINE
HINMAN, BREYTANNI
JOHNSON, LIANA
KAPEEN, MOIRA
KAVANAUGH, CHRISTOPHER
KIM, CILLY JHIN
KISER, CALEB
KNOLL, LAURYN
KROLL, KELLIE
KURKO, MARK
LAFOVE, LAKEN
LAWLER, BRIANNE
LEWIS, CARMEN
MANZANAREZ, DANIELLE
MATTHEWS, ELAINE

SPokane / Adams / Lincoln / Pend Oreille Counties
ALLEN, SOHAYLA
ALLISON, JOANNA
ALTMEYER, LAURYN
BARHANOVICH, AMELIA
BARTLETT, JESSICA
BENEFIELD, KRISTINA
BEZET, LISA
BIEBER, BRANDI
BILLUPS, LINA
BOYD, DAVID
BRAID, JUSTIN
BYERS, ARALNA
CASEY, WILLIAM
CHANDLER, JULIE
CHARETT, KRISTA
COLLINS, CHELSE
COLOMBINI, JESSICA
DALLMANN, MARIGRACE

40
DEAR, JESSICA
DELANEY, IVY
DELONG, IRINA
DIETERT, LAUREN
DOVER, RENEE
ERICKSON, RACHEL
FEDCHUN, INNA
GARBIZU, OKSANA
GOETZ, ANGELA
GUILLEN, AMANDA
HAINES, JENNIFER
HARRIS, CATLIN
HARRIS, MARITZA
HILL, KIMBERLEE
HUSKINSON, MICHELLE
HYLAND, HANNA
JACKSON, JUDITH
JOHNSON, SUSAN
JONES, CHELSEA
KAUR, AMANDEEP
KELSEY, KING, CHRISTOPHER
KLARIE, TIA
LENZ, RHONDA
LOFTON, TRACEY
LOVE, CHAD
MANSFIELD, CATHERINE
MARION, MEGAN
MARKEL, ELIZABETH
MARTIN, JANICE
MAXSON, JENNIFER
MCARLARAN, CHERYL
MCNAMEE, DENISE
MEYER, ARIANNA
MILLER, AMY
MITCHELL, MICHELLE
MOON, SCOTT
MORT, KAREN
NITTOLO, LAURA
OSBORN, TYLER
OTYE-STEVENSON, JESSE
OUTCALT, JANE
PHILLIP, JANET
RASAING, ALLISON
RINTA, KAILA
RIPLEY, ASHLAN
SALAZAR, BRITTANY
SANKER, JESSICA
SHAUGHNESSY, DINA
SHEMMELL, ANGELA
SHERSHIIF, SHAWN
STIEL, MELISSA
STEVENSON, TRISHA
STILL, DARIAN
TAYLOR, JENNIFER
TOMMERAASEN, RACHEL
WAY, ANNE
WEED, NICOLE
WERRY, BRYAN
WHARTON, BRIDGET
WICKESSE, MARIE
WILLIAMS, TIFFANY
WILSON, TARYN

YAKIMA CITY / NORTH YAKIMA
YAKIMA CITY / NORTH YAKIMA
SCHAUER, ANGELINA
TEETERS, MONICA

CHELAN / DOUGLAS / GRANT COUNTIES
AVIS, TODD
BECKER, RYAN
BONNEY, DANIELLE
BRETZ, JAY
Carpenter, Kelly
CURRY, TAMMY
DANIELSEN, KAYLA
ELSNER, TARA
Flores, Jonathan
GARDNER, JULIE
JOHNSON, LAURA
LANEY, MARGE
LASLEY, JENNIFER
MATHEWS, KATHLEEN
MATTOVICH, RENEE
Meadows, Vicky
TRUTE, MARY

GRAYS HARBOR COUNTY
BIRCH, JANINE
Koontz, BARBARA
STALLINGS, CHRISTOPHER

SHOBNISH COUNTY
BURSON, JULIE
LARGE, DARRA
WALKER, ALAINA

WAHIKIAKUM / COWLITZ COUNTIES
AUTREY, ANN
BRENNER-WILLIAMS, SARAH
BURNS, JOEL
HAMER, TALIA
HISLOP, KARI
HOVER, MARK
JACKSON, HEIDI
LIEN, MARRIA
LUCAS, KATHLEEN
MANTHE, KAYLYN
MITCHELL, CHRISTINE
NAS, KRISTY
NOVAK, CHARLES
OAKLEY, AMY
ROSS, CHRIS
SAGER, CALVIN
TAYLOR, MARCI
TOW, SAMANTHA
TULLY, SAMANTHA
VIGOREN, HEATHER
WARTHEN, JESSICA
WHALEY, KASEY

ZAWYRUCHA, JACQUELINE

CLARK / SKAMANIA COUNTIES
ARNESEN, KATHRYN
CHOEZOM, SONAM
COZETTO, ANGELA
GANGWISH, CHRISTINA
GEER, APRIL
HOSS, KELLIE
HYATT, JESSICA
ISLAM, SARI
KOKOLOKIS, MICHELLE
LEVINE, ASHLEY
LIEN, RACHEL
LORD, LORALYN
MAGNUSON, AMANDA
MELIUS, LISA
MITCHELL, SHIRLEY
NEWTON, NICOLE
NOBLE, CHRISTOPHER
OLCOTT, COLLIN
ORTEGA, KATHRYN
PHILLIPS, AMBER
PICKENS, AMANDA
PODREZ, VALENTINA
PROTSENKO, JULIA
RUSSELL, SHARON
RUSSO, WHITNEY
SCHLANG, MALLORY
SWAIN, MICHAEL
WALSH, JILL
WHITE, KAREN
WILDS, MEREDITH
ZHEREBNENKO, TANYA

WHITMAN COUNTY
BABINO, MANDEE

BENTON / FRANKLIN COUNTIES
BIRDSELL, DARRAH
COLE, ANGELICA
DILBEROVIC, LANA
DRANEY, INGRID
FARRINGTON, MICHELLE
HARPER, JESSICA
KOELZER, DANIELLE
LIEBEL, AMY
LIEBEL, TYLER
NICKERSON, JOLEA
NOGUERAS, DEBBIE
OSTERHOUT, JORDAN
ROBINSON, TERESA
SORLORIO, NOELLE
STAWOWSKI, ELISSA
ZACHARY, ALEXANDER

SKAGIT / ISLAND / SAN JUAN COUNTIES
BASOVITCH, SAMANTHA
BASSETT, JACQUELINE
BERTELS, AMBER
BILBREY, JEREMY
BROWN, KRISTA
BROYLES, DANELL
CAMBRON, EMMA
CARNEY, AMY
CATER, JEFFERY
CLARKE, CATHY
DAMMANN, TIANA
DEW, DENISE
Elliott, JENNY
ENGOM, DOROTHY
FELIX, CHRISTINE
GARDNER, LEIGH
GSHWEND, KAREN
HAAS, COREY
HOLLEY, BRITTANY
JARVIS, LINDSAY
KELLAR, AMIE
LARSON, SUSAN
MERRILL, KIMBERLY
MORAN, MELISSA
MORSE, KIRSTEN
OLSON, SANDRA
OSTAPCHUK, ALINA
PARKS, GRACE
PECKHAM, JESSIE
PLANK, HEATHER
RODRIGUEZ, JULIE
ROPER, VERONICA
ROYERS, CRAIG
STEPFANN, JANELLE
TACKER, PATRICE
TAYLOR, ANGELA
TRYON, MICHELLE
VARAS, CAREY
WALLENFELSZ, PAMELA

KITSAP COUNTY
HARRIS, SAMUEL
RUNYAN, ALEXANDRA

KITTITAS COUNTY
DAHL, CARISSA
KARAM, SALLY
KNIGHTEN, ERIC

ALL OTHER COUNTIES
FARLEY, CINDY
VAUX, CARLIN

Membership Update

By Patrick McGraw
WSNA Membership Processor

Are you starting a second job in a WSNA bargaining unit?

Have you accepted a new position that is not covered under collective bargaining?

Has there been a recent increase or decrease to your FTE?

The above questions are all examples of changes in employment status that might or might not result in a modification in the amount of dues that a member should pay to WSNA.

A recent question posed to the WSNA membership department was about the payroll deduction of membership dues for a member employed in two separate WSNA bargaining unit positions and whether dues would be deducted from each check.

The answer is that dues will be deducted only from the paycheck received from the primary employer as indicated on the membership application. A member must submit an application for any position that is held in a WSNA bargaining unit. The member will hold membership in both local units and have all the rights and responsibilities of membership for both facilities.

Another recent question for the membership department was whether WSNA membership could be maintained after a member has left a bargaining unit. The answer is yes! All registered nurses are welcome as members of WSNA. Even when working in a position that is not covered under collective bargaining, it is possible to maintain your membership in your professional association. Please contact the WSNA membership department if moving from a bargaining unit position to a non-bargaining unit position because there will be a difference in your dues rate and payroll deduction may no longer be an option for payment of dues.

A change in your FTE might or might not result in a change in the amount of membership dues. Members employed in a WSNA bargaining unit who work 0.5 FTE and above pay the Category A dues rate. Members who work between 0.25 FTE and 0.49 FTE pay the Category B dues rate. Members who work less than 0.24 FTE or per diem pay the Category C dues rate. A detailed listing of the amount of membership dues is available on the membership department’s website.

Please feel free to contact the membership department for any questions related to dues amounts or dues payment by phone at 206.575.7979, by fax at 206.838.3099 or by email at membership@wsna.org.
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’s flexible design allows you to create the solution that best fits your unique needs. Select the tab dividers that are pertinent to your practice and 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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State        Zip

Phone

S H I P P I N G  A D D R E S S

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Address

City

State        Zip

Phone

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

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

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

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

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

WSNA brings you the most recent, relevant, and evidence-based learning opportunities.

- Avoiding Toxic Trespass: Incorporating an Environmental Assessment into Your Practice
- Coming Home: Nursing Care for Veterans with PTSD
- Continuing Competency
- Delegating to Unlicensed Assisitive Personnel in Washington State
- Domestic Minor Sex Trafficking: Vulnerable Children
- Eliminating Healthcare Associated MRSA, CLABSI and Respiratory Virus Infections
- Evidence-Based Interventions for Incivility
- Follow the Money: Nurses Leading Value Based Care
- Grassroots Political and Legislative Action
- Guidelines for the Registered Nurse in Giving, Accepting, or Rejecting an Assignment
- Introduction to Faith Community Nursing
- Health Reform: Fact vs. Fiction - Your Health, Practice, Paycheck
- Legislative Bootcamp 101: Political Action
- Legislative Bootcamp 102: Political Advocacy for Faculty and Students
- Navigating Medical Marijuana
- Nurse Practice Act and ARNPs
- Practical De-escalation Techniques for Nurses
- Protecting Nurses as a Valuable Resource: Washington State’s Safe Patient Handling Law
- Quality of Care, Nurses’ Work Schedules, and Fatigue
- Recognizing and Treating the Impaired Nurse
- Safe Staffing
- Transformational Leadership
- Using HEALWA: Your Electronic Library
- Violence in the Workplace
- Washington State Nurse Practice Act for RNs
- More on the way!

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