



RAINIER OLYMPIC NURSES ASSOCIATION

FALL 2022

ENGAGE + ENCOURAGE + EMPOWER + SUPPORT



Nurse of the Year

We are delighted to be celebrating Linda Burbank, JD, BSN, RN as our 2022 Rainier Olympic Nurses Association Nurse of the Year. Linda was nominated for her clinical nursing skills, her service as a leader and, most of all, her unwavering advocacy for her fellow nurses.

Being an advocate for others is a constant in Linda's life, she is a champion for anyone who is being bullied or who is struggling. From standing up for another child on the playground to standing up and advocating for her fellow nurses, she fights for others. "I am a nurse's nurse. I fight for the nurses".

Growing up in Pierce County, Linda's first interest was the law, but after her life took a turn with the birth of her son, she chose to pursue a career in healthcare. Starting as a Certified Medical Assistant in pediatrics in 1994, she went on to earn her Associates degree in Nursing from the Tacoma Community College in 2000 and then her BSN from UWT in 2003. She has worked as a registered nurse at St. Joseph's Ambulatory Care unit since 2001.

Not long after starting at St. Joseph's, her colleagues recognized her natural advocacy and encouraged her to become involved with the local unit. She's spent the last two decades advocating for nurses. Linda has served as a grievance officer, held multiple offices in local unit leadership and served on the safe staffing committee. She recalls that she's often been the "only nurse voice in the room" and knows how vital it is to have a nurse in the room where decisions are being made. In 2016, she received a WSNA Outstanding Local Grievance Officer award.

While working at the bedside and advocating for nurses, she returned to school to pursue her original passion. Linda earned her Juris Doctor Degree with a Health-

care & Estate Planning Focus from Seattle University School of Law in 2006. In 2007, she started a law practice focusing on guardianships, probate, estate planning and personal auto & injury. For the last 16 years, she's balanced both careers.

When asked about advice for new nurses, Linda stressed the importance of self care and the importance of becoming an advocate. "It's ok to stand up for the right things and advocate for your patients." She also encourages them to not be afraid to ask for help and support.

Family is very important to Linda. When her granddaughter was born, she made a point of scheduling her work around time with her granddaughter. And now with caring for her aging mom and new grandson born this Spring, her family remains a priority.

As she continues to seek a work/life balance, Linda has moved away from bedside nursing and is supporting and advocating for nurses in her new role as a WSNA Nurse Representative. Linda shared how proud she is that nurses are standing up and finding their voices as advocates for their patients and for each other.

Lifetime Achievement Award

Our new Lifetime Achievement award is given to a member or past member who has made substantial contributions to our association.

Judith Turner was selected as our first Lifetime Achievement Award recipient. Judy's hard work and dedication over many years ensured that nurses in our community were supported by a local nursing association during a time when many districts became inactive and remained inactive for decades. R.O.N.A. would not be the association it is today without Judy's leadership during that time.

After becoming a registered nurse in 1981, Judith Turner worked in Labor and Delivery at Tacoma General Hospital for 32 years. She also became a certified Lactation Consultant and helped countless women

in her community. Judy frequently oriented newly hired nurses and mentored nursing students. She also encouraged them to take on leadership roles. Many nurses who have been active in PCNA/RONA leadership are active in part because of Judy's recruitment efforts.

Judy served as the Executive Director for Pierce County Nurses Association (PCNA) for many years during a time when there was limited involvement on the board of directors. Judy persevered and continued to hold meetings and run PCNA to keep the organization actively involved within WSNA. As the ED, Judy set the framework for how our organization is still run today. After stepping aside as ED, Judy remained active and took on the role of treasurer.

Judy has also been active at a statewide and national level as well as taking on



Judith Turner (left) with R.O.N.A. Board President Tami Green.

leadership roles for her local unit. At the beginning of Judy's nursing career, WSNA was in the midst of tremendous growth on the state level as well as the national level with ANA. In 1989, at the start of contract negotiation prep, Tacoma General and WSNA were raided by another labor organization. These raids, which began in 1983 and had become a full scale war by 1989, cost WSNA half of their membership. When many of the serving officers resigned, Judy

CONTINUED ON PAGE 4

2022 SCHOLARSHIPS



Florence Golda Recipient

Shanell Brown, BSN, RN from Tacoma, WA
University of Washington Bothell

After working for several years as a nurse home visitor with Tacoma Pierce County Health Department and an Equity Lead for Pierce County, Shanell is now working as a nurse consultant for the Department of Health Office of Family and Community Health where she is working at a state level to reduce maternal health disparities.

To enhance her effectiveness as a community health leader, she is pursuing a Master's degree in Nursing at the University of Washington- Bothell. Shanell's interest in nursing and public health stems from the excellent care she received after her Acute Cerebral Venous Thrombosis diagnosis. After graduating with her BSN from Seattle University (cum laude) she became involved in the community, focusing on preventative care and health equity. She realized how flawed the healthcare system is and took action to create change. Shanell states, "I want to promote awareness that many health disparities that the African American/Black community face are due to racism." Her work is focused on the disproportionate high mortality rates in Black women. She works on reducing barriers to access to healthcare and preventative care in our community.

Shanell is a member of several nursing organizations and is a Rainier Olympic Nurses Association board member. Her work has awarded her the Nurse Home Visitor Award (2021). Shanell mentors new nurses and is active in community outreach; she leads the Pierce County Perinatal Collaborative 'Lunch and Learns and is a member of DCYF's Near Child Fatality review team which promotes healthcare equity and reduces barriers. With her passion for promoting health and health equity in BIPOC communities, she plans to become a project manager for an organization that promotes health equity. Her goal is to implement such programs in the birthing centers in Washington State to reduce maternal health disparities in Black women through cultural competency training and practices.

Shanell's hard work and community outreach speaks to her passion and work ethic. Congratulations Shanell on being our 2022 Florence Golda Scholarship recipient. We are excited to see what the future holds for you as you enter the next phase in your career.



TOP ROW (LEFT TO RIGHT)

LPN to RN Recipients: [1] Fernando Labor, University Place WA (U. of W. Tacoma); [2] Kimberly Melton, Roy WA (Saint Martins U.). **College Level Recipients:** [1] Molly Moria Connor, Moclips WA (Grays Harbor College); [2] Deja French, Montesano WA (Grays Harbor College); [3] Kallie King, Aberdeen WA (Arizona State U.); [4] Karen Sanchez, Montesano WA (Grays Harbor College).

BOTTOM ROW (LEFT TO RIGHT)

High School Level Recipients: [1] Brandon Baker, Graham WA (Seattle U.); [2] Grace Hauelsen, University Place WA (Pacific Lutheran U.); [3] Olivia Poyfair, Puyallup WA (Brigham Young U.); [4] Hayden Reskey, Graham WA (Pacific Lutheran U.); [5] Emma Richards, Lacey WA (Saint Martins U.).

STUDENT LOAN FORGIVENESS



We're partnering with **WSNA** to offer **AFT Student Debt Clinics to nurses**. Thanks to new rules just put in place by the Department of Education, many nurses qualify for free federal programs that can reduce monthly payments and eventually lead to student loan forgiveness.

To help nurses get access to these programs and understand these new rules, WSNA is hosting three virtual Student Loan Forgiveness for Nurses sessions:

- September 20th at 4:30pm
- October 4th at 5:30pm
- October 14th at 7:00pm

You will learn how to lower your payments, sometimes to \$0, through enrolling in income-driven repayment programs, and how to meet the requirements for Public Service Loan Forgiveness, which will get your debt forgiven, tax free, after 10 years of payments. Sign up at

[rainierolympicnurses.org/
student-debt-clinics/](http://rainierolympicnurses.org/student-debt-clinics/)

It's Back to School time!

Back to School

MONTHLY GIVING CAMPAIGN

As nursing students across our region start school, we're working to ensure they have the resources they need to focus on their education. An easy way to support future nurses is to join our Monthly Giving Program - a small recurring donation each month that will add up and make a big difference in the lives of nursing students.

Sign up at rainierolympicnurses.org



Help Raise Funds for 2023 Nursing Scholarships!

Last fiscal year, we raised over **\$4,200** for scholarships for nursing students. Thank you to all our donors! For more information about donating or helping with future fundraising, visit:

RainierOlympicNurses.org



2022 Member Assembly

By Chuck Cumiskey MBA, RN
Chair, WSNA Professional Nursing Health Care Council

More than a dozen voting representatives from Washington state and seven WSNA staff attended the June, 2022 American Nurses Association (ANA) Membership Assembly (MA) in Washington D.C. After two years of virtual meetings, it was energizing to engage in person.

WSNA encourages a diverse group of participants to run for elected positions to be part of the governing of our association. This prospect can be intimidating for someone new, however that is the beauty of collaborating with WSNA. There are mentors available to help new participants navigate the process.

WSNA operates on a two-year cycle where candidates run for WSNA elected positions. During this same cycle, participants are elected to attend ANA MA. Generally, 13 delegates attend MA annually, representing 17.5% of the voting power. WSNA supports these participants with a stipend to cover the majority of expenses to attend MA.

Participants who attend MA may participate in ANA Hill Day, which is much like WSNA's Lobby Day. ANA's Legislative Affairs group coordinates meetings with our representative or their legislative liaison. ANA provides specific talking points for

use to promote the nursing agenda. Legislators appreciate hearing "real life" stories that emphasize key points to facilitate legislator/staff understanding of issues. It is an honor and privilege to meet the people who are an integral part of the national government process.

Dialogue Forums are an important part of the MA experience and address a variety of topics relevant to nursing and healthcare. **The Racial Reckoning Dialogue Forum** was first on the agenda and discussed ANA's past practices of discrimination against nurses of color. ANA developed an excellent process to address this wrong of the past. Three additional dialogue forums encouraged discussion and identified recommendations for nursing: **[1] Impact of Climate Change on Health, [2] Advancing Solutions to Address Verbal Abuse and Workplace Violence Across the Continuum of Care, and [3] Nurse Staffing.**

I would be remiss if I didn't acknowledge the transition of **ANA President Dr. Ernest Grant**. Dr Grant led ANA through a challenging four-year period to include a pandemic, Black Lives Matter, a controversial presidential election, and the January 6th insurrection of the Capitol.

Election of new ANA officers include: **WSNA's David Jacob Garcia, MSN, BSN, RN, PCCN, Director-at-Large, Staff Nurse.** Our new ANA President is Dr. Jennifer Mensik Kennedy from Oregon Nurses Association. More information about ANA's plans and leadership changes can be found at:

[report-report-of-the-ppc-2022-06-11.pdf \(nursingworld.org\)](#)

[American Nurses Association Elects Jennifer Mensik Kennedy As New National President \(nursingworld.org\)](#)

Free Virtual Education Event for Nurses

ADVOCACY

Saturday Oct 1st 9-11:00am

What does Advocacy have to do with Policy?

Presented by: Margaret C. Holm, JD, RN
Nursing Care Quality Assurance Commission
Washington State Department of Health

REGISTER AT WWW.RAINIEROLYMPICNURSES.ORG

Book Discussion for Nurses

Saturday Nov 19th 10-11:30am

Book: *Breath: The New Science of a Lost Art* by James Nestor

This will be a hybrid event
Nurses can attend in person or via zoom
4115 Bridgeport Way W Suite F
University Place, WA 98466

Discussion Facilitator
Josie Hansen, RN, 200-RYT

REGISTER AT WWW.RAINIEROLYMPICNURSES.ORG

EVENTS TO REMEMBER

Healthcare Precepting in partnership with PLU CCNL Spring 2023

Nurses Week Celebration and Annual Meeting May 6, 2023 (tentative date)

WSNA Convention, Tacoma, May 17-19, 2023

Join us for a special exhibit sponsored by R.O.N.A. – "Pictures of Nursing," a traveling exhibit from the National Library of Medicine

- **Transgender Toolbox;**
- **Human Trafficking 101 for Medical Professionals**

Two free pre-recorded education events (available through 12/31/22)

Learn more at:
RainierOlympicNurses.org

PUBLIC HEALTH

Centers for Excellence

Nurse Input Needed

Pierce County Oral Health Local Impact Network (LIN) is a collaborative network of system actors and stakeholders as well as community organizations and members in Pierce County

coming together to move PC towards health equity, with a focus on oral health. This network has initial funding from Arcora Foundation who has contracted with the Public Health Centers for Excellence as the backbone organization to administer and manage the network. They are looking for nurses to join workgroups to help shape the work of the Network.

Would you be interested in joining a workgroup? Contact Cassie Harter at CHarter@tpchd.org.



Tami Green
RN, BC
Mental Health
Lakewood

Take a deep breath. Really!

We are two and a half years into the Covid 19 Pandemic and we all need to take a deep cleansing breath. As nurses, we

have been through previously unimaginable circumstances. No matter what our work environment or specialty, we have been challenged professionally and personally. Taking a breath

allows us brief respite from the new normal pandemic routines that continue to challenge us.

Taking a breath gives us an opportunity to look back over the last two years with curiosity rather than judgement. How did we get through all of this? What did we learn? Taking a deep breath also allows us to look forward to returning to in person gatherings and pre pandemic activities we have sorely missed. It allows us to consider what professional development might come next or if we should make that specialty change or go for that advanced degree. We finally have a minute to take a breath. So, take one. On second thought, take two or three.

Vice President	Secretary	Treasurer	Director	Director	Director
 Susan Jacobson RN, C Retired Tacoma	 Kimberley Russell RN Ortho-Med-Surg Lakewood	 Kristen Hanson BSN, RN, CCRN ICU/PACU/OR University Place	 Agnes Balanguie-Herron BSN, RN Med-Surg Tacoma	 Christina Bradley MSN, RN, SCRN Nursing Supervisor Tacoma	 Shanell Brown BSN, RN Public Health Nurse Tacoma
Director	Director	Director	Director		
 Debi Brogan RN, BC Faculty / L&D Elma	 Josie Hansen RN Clinical Instructor Gig Harbor	 Amanda Mackey BSN, RN Clinical Informatics Lakewood	 Evelyn Street RN, CHSE Perioperative Svcs. Olympia		



Keep up to date on Association activities and events, like us on Facebook and follow us on Instagram.

Coming this Spring: Electronic Ballots!

Be sure to update your email at wsna.org/membership/update-info
Members without emails on file will be sent a paper ballot.



Nursing Career Information Sessions
Volunteers Needed!

Help us reach out to the next generation nurses. We're looking for nurses from a variety of specialties to participate in information sessions for future nurses.

Upcoming Sessions
October 19th
January 25th
5-6:30pm

Sign up at rainierolympicnurses.org/volunteers-needed



4115 Bridgeport Way W., Suite F.
University Place, WA 98466

Lifetime Achievement

CONTINUED FROM PAGE 1

stepped up and began going to meetings and became a unit rep.

Over the years, Judy has held many state-wide committee leadership and board positions, including several terms as WSNA treasurer and serving on the Economical and General Welfare cabinet. On a national level, Judy served as a delegate for American Nurses Association's biennial conference for several years.

Judy retired in 2013, but remains active in supporting R.O.N.A. fundraising events as well as a historian for PCNA/R.O.N.A.. We are so delighted to celebrate Judy Turner as our first Rainier Olympic Nurses Association Lifetime Achievement recipient.

Shifting Away from the "I'm Fine" Culture Rebuilding Strong Teams

Saturday, January 28, 2023 | 9-11 am | Zoom
Register: nwrna.org. | Deadline: Jan. 23

The widespread "I'm fine" culture in healthcare has led to disengagement and unhealthy teams. This interactive workshop will give you the tools to forge through the current chaos to find hope, meaning and fulfillment again.

CE: 2 ANCC-approved contact hours (pending)
Free for WSNA members/\$45 nonmembers



Cheri Constantino-Shor
An RN, speaker and storyteller, Cheri is authentic and engaging. She is the Director of Professional Engagement & Nursing Excellence at UW Medicine, NW campus.

