

No time to read now?

Click [here](#) for 4 quick tips to make SnapComms work better for you.



As part of their Black History Month celebrations, SeaTac clinic staff created posters honoring famous Black Americans from history. Check out the story below to learn about Black pioneers who made a lasting impact on health care.

NEED TO KNOW

Applications open for our new DT to RN Program

Interested in growing your career – or helping a teammate grow theirs? We're launching a new Dialysis Technician to RN Sponsorship Program later this spring, and we're looking for both DTs with foreign nursing degrees and RNs who want to be mentors.

We'll select four DTs to receive financial and educational support as they work toward becoming RNs. Each will be paired with a nurse mentor to guide them along the way — from exam prep to our new RN Residency Program.

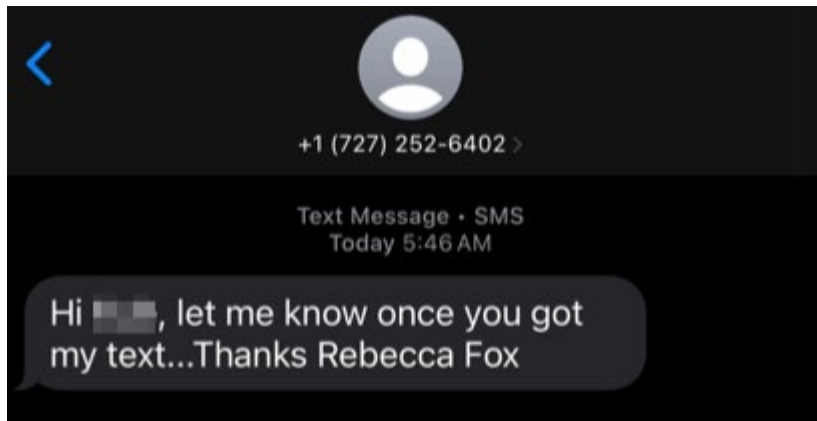
Nurse Supervisors and Nurse Managers: This is a great chance to build your leadership and mentoring skills and support a colleague's career journey!

Applications are now open and will be accepted through March 25. Visit [K-Net](#) to learn more and to apply. Questions? Talk to your manager, email People@nwkidney.org or check the FAQs on K-Net.

Cybersecurity alert: Watch out for 'Smishing' text messages

IT recently became aware of smishing attempts targeting our staff. These attacks involved text messages from someone posing as one of the executives at NKC. We have seen reports of them posing as Rebecca Fox (President & CEO), though the attackers could pose as any NKC staff. The intention behind these messages is likely for financial gains and/or to obtain sensitive information.

In the reported cases, the phone number was **727-252-6402**. If you receive a text message that looks like the example below, please ignore and delete the message. Attackers can easily change phone numbers, so please remain vigilant.



New timeclock feature available

As of today, employees will be able to approve their timecards directly on the timeclock. When you head to the timeclock, you'll find a brand-new button on the second page labeled 'View Timecard.'

This new function will empower you to review your timecard, request time off, check your total pay for the pay period, and approve or remove approval on your timecard—all directly from the timeclock!

To view your timecard, simply click on 'View Timecard.' This will display the current pay period along with your total hours for each day. You'll also be able to click on a pencil icon for a closer look at your daily totals. While this option is designed for review rather than edits, you will be able to approve your timecard or remove approvals as well as request time off.

Additionally, once you click on Request Time Off, you'll be able to create new time off requests, cancel existing requests, and monitor the status of your time off requests. After submitting your request, it will be sent to your manager for review and approval.

If you have any questions or concerns, please reach out to payroll@nwkidney.org.

Join us for our Legislative Day in Olympia on March 18

We're excited to invite you to join us for Legislative Day in Olympia on Tuesday, March 18! This important event gives us the chance to advocate for policies that directly affect kidney health and the well-being of the patients and communities we serve. It's a key opportunity to connect with legislators, including newly elected officials, and ensure our voices are heard on critical issues.

Event details:

- When: Tuesday, March 18 | 8:00 AM – 3:00 PM (final schedule will be shared closer to the event)
- Where: Washington State Capitol Building | Olympia, WA

Key advocacy focus areas:

- Medicaid reimbursement rates: Pushing for adequate funding to sustain high-quality care.
- Transportation projects: Ensuring patient accessibility to and from dialysis clinics.
- Capital grant requests: Yesler Terrace construction and Pharmacy relocation.
- Certificate of Need: Educating on the importance of equitable healthcare access as we navigate new legislative representation.

Why your participation matters: Your involvement helps amplify our collective voice on vital issues like kidney health and healthcare equity. Whether sharing patient stories, discussing policy concerns, or simply showing up in support, your presence can make a real difference.

Ready to join? If you're interested in participating, please get approval from your supervisor and confirm your attendance by filling out the form [here](#).

Preparing for tax time: Where to find your W-2

W-2s for all staff are now available in ADP. Find the form by navigating to the Pay section and selecting Pay & Tax Statements. If you would like a paper copy mailed to you, please contact the People team at people@nwkidney.org.

NKC policy updates

Watch this space! As we regularly review, revise or add Northwest Kidney Centers policies in the coming year, we'll share a list of the latest updates here each month, with links to each one in PolicyStat.

- [Patient Training/Tablo- Water Sampling for Chloramines, HPCP-T25014](#)
 - [Patient Training/Tablo- Changing External Filter for Tablo HHD Console](#)
 - [Employment of Patients & Family Members of Patients, HRP-E532](#)
 - [Contracts, ADM-C12003](#)
 - [Bonus Payments for Employees at Top of Wage Scale](#)
 - [Contract Retention](#)
 - [Search & Arrest Warrant Response Policy, ADM-S12117](#)
 - [Ordering and Reporting of HIV Tests - Patients, HDP-019072](#)
-

NKC Anniversaries

NKC Anniversaries Feb. 7-Feb. 21

22 YEARS

Danny Wiederrick

17 YEARS

Mia Murphy

16 YEARS

Eleanor Santos
Dan Harris
Alton Lawson

15 YEARS

Dodi Still
Pam Trask

4 YEARS

Brandon Dunn
Vince Cerbito

3 YEARS

Atsue Salel Diana Ugrai
Heiran Moon Quinn Martin
Nazira Bayramova Emmelson Gajeton
Sandra Berg

2 YEARS

Annie Gregory
Arlyn Baylon

1 YEAR

Miriama Potasi-Galoia Kayla Williams
Noel Lagman Suzanne Wade
Stefanie Garfias Hye Kyoung Shin
Philip Evans

Updates from your Clinical Ed. team

THE REVIEW

“Education is the passport to the future,
for tomorrow belongs to those who
prepare for it today.”

Malcolm X

February 2025

Our next **Preceptor Training** days are just around the corner....

April 23rd and 24th

Class is open for registration, come and join us here at SeaTac!

<https://forms.office.com/r/bb0HNyrTsf>

(Quarterly Preceptor Calls will begin in April)

Welcome to NKC

We are excited to
welcome all of the
new staff. We are glad
you chose NKC!

- Shaun Abella, DT, Kent
- Shynne Nyawira, DT, Kent
- Vania Bruno, DT, Rainier Beach
- Fabian Nwakuba, DT, SeaTac
- Nico Mandalay, DT, Bellevue
- Adilene Perez-Aguilar, DT, Lake City
- Christine Dmytriv,, RN, Yesler Terrace



THE WAIT IS OVER!



Clinical policies are currently being reviewed and revised.
Stay tuned for change alerts regarding policy updates.

DID YOU KNOW?

Change alerts can be found on K-Net!

Simple and easy, just follow this pathway:


[Home](#) » [Employee Education](#) » [Clinical Staff Education](#) »
Policy & Procedure Change Alerts

Contact Us Educationlist@nwkidney.org

NICE TO KNOW

Want to earn your CCHT certification – for free?

Northwest Kidney Centers is covering your first-year membership to the NANT Membership Program! The NANT membership program provides CE/support to DT's, so you are set up for success when you take the national exam (CCHT). That means free study materials, expert-led webinars, and career-building resources – all designed to help you get certified and grow your career.

 Learn more & sign Up:

The full details, sign-up link, and Job Aid are available on K-Net. [Access them here.](#)

Questions? Reach out to the [People Team](#).

Ready to take the next step? [Visit K-Net today!](#)



WE ARE INVESTED IN YOU!



You will receive a full membership for the
**National Association of Nephrology
Technicians/Technologists**

BENEFITS OF MEMBERSHIP



- Digital Member Card ✓
- Weekly NANT News e-newsletter ✓
- Free Access to Exam Prep Webinars ✓
- Volunteer Opportunities ✓
- Chapter Meeting Discounts ✓
- Free Contact Hour Webinars ✓
- Full Voting Rights ✓
- Eligible for Board Positions ✓
- Study Materials mailed directly to your home ✓
- Eligible to Apply for Conference Scholarships ✓
- Discounts for other Contact Hour Webinars ✓

**Membership eligibility begins after 6 months of employment
with Northwest Kidney Centers**

EHR/billing system digital strategy development project

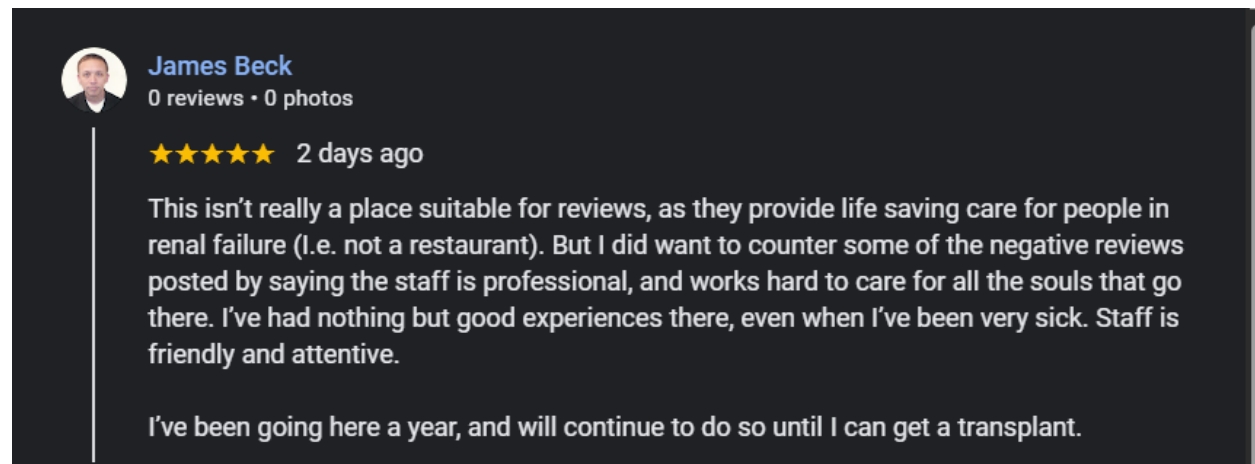
In January we began the discovery phase of a new initiative to build our electronic health record (EHR)/billing system digital strategy. From now through June, we will be meeting with key stakeholders to gather information about how the Clarity clinical system and the TIME billing system currently support the work of our teams. We also hope to understand what needs are currently unmet and get a better picture of what our needs will be in the future.

We invite staff to share feedback via a short survey that can be accessed [here](#).

At the end of the discovery phase, we will use the data collected to determine next steps. If you have questions, please contact Wilhelm Pettersson.

Support from patients

It was great to see this recent positive Google Review from a patient at the Rainier Beach clinic! We'd like to incorporate more patient stories and kudos like this in future Staff Updates. Please email the Communications inbox if you have ideas or want to pass something along!



Black History Month - did you know facts

In honor of Black History Month, learn more about some Black pioneers in health care whose work and impact can still be felt today.

- [Dr. Samuel L. Kountz](#) – A pioneering Black transplant surgeon, Dr. Kountz performed over 500 kidney transplants in his career. He developed innovations in organ preservation and rejection prevention, helping make kidney transplants more successful.

- [Dr. Velma Scantlebury-White](#): The first Black female transplant surgeon in the United States, Dr. Scantlebury-White has performed over 2,000 kidney transplants and has been a vocal advocate for increasing organ donation rates in the Black community.
- [Dr. Patricia Bath](#): While best known for her invention of laser cataract surgery, Dr. Bath also researched racial health disparities, including those related to kidney disease, and advocated for equitable healthcare access.
- [Dr. Leonidas Berry](#): A pioneering gastroenterologist, Dr. Berry's research on hypertension in Black communities helped inform understanding of kidney disease risk factors and the importance of early detection.
- [Dr. Julianne Malveaux](#): An economist and public health advocate, Dr. Malveaux has highlighted the economic and racial disparities in kidney disease treatment and organ transplantation, pushing for policy changes.

Nutrition and Fitness corner

Diversity is one of our strongest assets. This month we celebrate Black History Month! As we celebrate history, we can improve our awareness: Kidney disease impacts Black Americans more substantially than many other groups. For example, Black Americans make up about 13% of the United States population, yet 35% of people on dialysis are Black Americans. Nearly 5 million Black Americans over age 20 have diabetes and 40% have high blood pressure – the two leading causes of kidney disease. Inequity in health care and racism contribute to the increase in kidney disease risk. We start to celebrate our diversity when we find the health in ourselves and look for ways to share it. Find someone different and share a healthy snack. Stand Up. Participate. Below are some great healthy sharable foods from our NKC recipes!

Almond Pecan Caramel Popcorn

Ingredients

Based on 10 servings per recipe.

- 20 cups popped popcorn (about 3/4 cup popcorn kernels)
- 2 cups unblanched almonds
- 1 cup pecan halves
- 1 cup brown sugar
- 1 cup granulated sugar
- 1 cup unsalted butter
- 1/2 cup corn syrup
- pinch of cream of tartar

- 1 teaspoon baking soda

Preparation

1. In a large roasting pan, layer cooked popcorn evenly with almonds and pecans.
2. In large heavy saucepan, stir together sugar, butter, corn syrup and cream of tartar.
3. Bring to boil over medium-high heat, stirring constantly. Let boil for 5 minutes without stirring.
4. Remove from heat and stir in baking soda.
5. Pour caramel evenly over popcorn mixture, stirring to coat well.
6. Bake at 200 degrees for 1 hour, stirring every 10 minutes.
7. Let cool, stirring occasionally. Store in airtight tin for up to one week.

Carrot Muffins

Click [here](#) to view the recipe and instructions.

Chocolate-Orange Raisin Cookies

Click [here](#) to view the recipe and instructions.

You can view all past issues on K-NET [here](#).

Did you enjoy this issue of Staff Update?