

MNA Union Structure

Collective Bargaining RN Members
(Includes all RNs represented by a collective bargaining agreement)

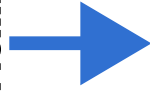
Local Union Leaders/officers
(Represent, assist, and negotiate on behalf of their local unit RNs)

Council on Economic & General Welfare (E&GW)
(Governs our Labor Department)

American Federation of Teachers, Nursing and Health Professionals (AFT)

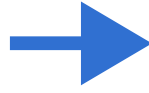
MNA ORGANIZATIONAL STRUCTURE

MNA is a nurse driven organization led by elected members from across Montana **RN Members**



**MNA Councils
(elected RN's)**

- **Economic & General Welfare Council**
- **Professional Development Council**
- **Council on Advanced Practice**
- **Council on Practice and Governmental Affairs**



Montana Nurses Association



American Federation of Teachers, Nurses and Health Professionals



American Nurses Association



The Montana Nurses Association promotes professional nursing practice, standards and education; represents professional nurses; and provides nursing leadership in promoting high quality health care.

MNA represents about 3,000 nurses in 28 bargaining units across Montana. MNA's Labor Team helps members with negotiating and enforcing their own collective bargaining agreements (contracts).

In addition to our labor work, MNA stands up for nurses through our programs in continuing education, legislative advocacy, and APRN practice.

MONTANA RNS WITH A VOICE!

Under a contract:

- THERE IS POWER IN NUMBERS
- Nurses have a legally protected voice at the table when negotiating with hospital administration
- Nurses have the right to speak about quality/safe care issues and professional standards with mechanisms to hold administration accountable.
- There are equitable terms and conditions to fight against favoritism and discrimination.
- Nurses have a united voice promoting a healthy workplace.

Monthly Dues Breakdown	
American Federation of Teachers Nurses and Health Professionals (AFTHP)	\$12.50
American Nurses Association (ANA)	\$12.17
MNA Local Unit Dues: Rebate to the local for member activities	\$1.00
MNA District Dues: Rebate to the districts to support members to MNA convention	\$1.00
MNA Dues for Monthly Operations	\$36.13
Total MNA Monthly Dues	\$62.80

WHATS NEGOTIABLE IN A COLLECTIVE BARGAINING AGREEMENT (CONTRACT)?

- Grievance procedure and arbitration
- Seniority, job postings, promotions, and transfers
- Fair discipline, just cause, equitable employment rules
- Staffing (or development of staffing committees)
- Floating language
- Safety and health
- Anti-discrimination language
- Labor Management (PCC Committees)
- Effects of department or facility closure
- Changes in operation (business closing/relocation, subcontracting ,etc.)
- Hours of work
- Vacations, holidays
- Insurance
- Sick leave
- Base salary
- Incentives
- Overtime pay
- Shift differentials
- Days and hours of work

RNS OF MNA LEAD OUR PROFESSION BY:

- Participating in local bargaining unit activities and through committees
- Knowing and administering local unit contracts
- Participating in employee/management committees (also called Labor Management or Professional Conference Committees)
- Affiliation at the national level with the American Nurses Association and American Federation of Teachers, Nurses, and Health Professionals.
- Establishing clinic representative/steward structures as we stand together to represent our fellow nurses!
- Legislative work on nursing and patient care issues for the local, state, and national levels.

CONTACT US

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