



## Montana Nurses Association

**Mission:** The Montana Nurses Association (MNA) is the recognized leader and advocate for the professional nurse in Montana. MNA encompasses Registered Nurses and Advanced Practice Registered Nurses in all settings. MNA promotes professional nursing practice, standards and education; represents professional nurses; and provides nursing leadership in promoting high quality health care.

### Professional Nurse Association

MNA as the recognized voice for nurses across Montana

- **Leadership in Practice:** Represents over 25,000 RNs and 3,000 APRNs, advocating for professional nursing issues statewide.
- **High Standards:** Promotes ethical, evidence-based, and competent nursing practice through collaboration and representation on boards, advisory groups, affiliates, and through collective bargaining.
- **Positive Visibility:** Projects a strong, realistic image of professional nursing and influences health policy at local, state, and national levels.

### Legislative Activity

Championing policy that protects healthcare and nursing practice

- **Access & Equity** : Advocates for underserved communities, cost-effective care, and the removal of provider barriers.
- **Public Health & Environment** : Supports science-based responses to public health threats and environmental health concerns.
- **Human Rights & Ethics** : Promotes privacy, ethical healthcare debates, and emergency protections for patients and providers.



## Collective Bargaining

Empowering nurses to advocate for workplace rights, patient care, and professional security\*\*\*

- **Collective Power:** Nurses have more power together than alone. Through union representation, nurses gain a real voice in decisions affecting their work—like wages, benefits, and safety. Employers are legally obligated to meet and negotiate these issues with union members.
- **Protecting Patient Care:** MNA nurses don't just advocate for themselves—they advocate for their patients. Through collective bargaining, they secure safer staffing levels, adequate break times, and protections against burnout. When nurses have the support and tools they need, patient outcomes improve.
- **Better Pay, Benefits, and Safer Workplaces:** Union contracts negotiated by MNA nurses improve wages, protect health insurance, and secure retirement benefits. Just as importantly, these contracts give nurses a strong, unified voice to address workplace safety and advocate for safe staffing levels—both critical to delivering quality patient care and protecting nurses on the job. Without a union, employers can make changes to these essential protections at any time and without notice.
- **Job Protection:** MNA contracts include just cause protections, ensuring nurses can't be fired or disciplined without a fair process. Union membership provides Weingarten Rights—ensuring you have representation during any investigatory meeting. These protections give nurses the confidence to speak up for safety and patient care.

\*\*\*These are all things that nonunion nurses don't have\*\*\*

## Professional Development

Advancing nursing knowledge and leadership

- **Education & Certification:** Supports national certification, continuing education, professional development, and lifelong learning for all RNs and APRNs.
- **Educational Opportunities:** Provides high-quality educational conferences tailored to meet the evolving needs of RNs and APRNs across Montana.
- **Professional Engagement:** Through the House of Delegates (HOD), nurses help shape the direction and accomplish the business of MNA as a professional nursing association.
- **Scope of Practice:** Champions full utilization of nursing education and training through policy reform and public awareness.