

If you believe that RNs should advocate for high nursing standards . . .



You Are the Union!

What is a union? It's you and your fellow nurses. Through MNA, you have collective strength and a collective voice. **ONE STRONG VOICE!**

With an MNA contract and grievance procedure in place, you can take a formal stand against unacceptable working and patient care conditions.

- You participate in decision making!
- You protect your economic security!
- You improve the quality of patient care!
- You ensure improved health and safety protections!
- You gain control over your professional practice!
- You have the power!
- You take the lead!

**Call the Michigan Nurses Association today!
Call 248.799.0808**



If you believe that nurses should speak for nursing . . .

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One Strong Voice **MICHIGAN** **NURSES** **ASSOCIATION** **One Strong Union**

The Power of > One
more than

MNA WORKS FOR YOU

As the professional union for all registered nurses in Michigan, MNA makes it possible for nurses to speak with ONE STRONG VOICE to address the practice, political and professional issues that affect RNs in this state – decisions that impact our practice every day.

Advance your professional concerns

When nurses raise ONE STRONG VOICE, solutions happen. MNA contracts give nurses a powerful voice in the workplace and raise the standards for the nursing profession. As a professional union, MNA provides a means to achieve professional autonomy and improve patient care. Through an MNA-negotiated contract, nurses have legal rights and protections that other RNs don't have. RNs have attained better wages, health and retirement benefits, and workplace conditions on a national scale through unionizing. When RNs choose to build a union and be represented by MNA, it increases the effective voice of all RNs throughout MNA, Michigan, and the nation.

Protect your practice

MNA understands nursing practice in Michigan. We work to ensure that nursing's priorities, such as mandatory overtime, staffing, workplace redesign, and health and safety in the workplace, are incorporated in decisions affecting the legal and professional regulation of your practice.

Exercise your political power

MNA's professional union is the largest and most effective organization advocating for nurses and their patients in Michigan. We fight for legislation that not only advances nursing practice but the quality of healthcare. MNA's affiliation with the ANA/UAN and AFL-CIO gives its RN union members a political avenue to effectively address critical issues with legislators and policy makers.

YOUR RIGHT TO ORGANIZE

The National Labor Relations Act gives nurses the right to organize and to bargain collectively through a representative of their own choosing. It prohibits employers from interfering with, discriminating against, or harassing employees exercising their lawful right to organize.

MNA is a professional union. We know how to define and defend your professional practice. We understand the complexities of issues facing nurses today – mandatory overtime, staffing, health and safety in the workplace, retiree health insurance, fair wages, the nursing shortage, back injuries, workplace violence, and lack of voice on issues that affect your job. MNA guides you through the organizing process and defends your rights every step of the way.

MNA contracts:

- Determine staffing standards that protect nurses and patients
- Enhance quality of patient care through professional practice councils
- Improve wages by negotiating pay increases and additional steps on pay scales
- Expand benefits including disability coverage and pension plans

Our staff includes labor representatives who specialize in organizing, labor relations, negotiations, and grievance resolution. MNA's legal staff handles hearings, arbitrations, and other proceedings before the National Labor Relations Board and the Michigan Employment Relations Commission.



If you believe that practice needs protection . . .

YOUR RIGHTS

UNDER THE LABOR RELATIONS ACT

The National Labor Relations Act (NLRA) extends rights to many private-sector employees including the right to organize and bargain with their employer collectively.

Examples of your rights as an employee under the NLRA are:

- Forming or attempting to form, a union among the employees of your employer
- Joining a union whether or not the union is recognized by your employer
- Assisting a union in organizing your fellow employees
- Engaging in protected concerted activities. Generally, "protected concerted activity" is group activity which seeks to modify wages, benefits or working conditions



The NLRA prohibits employers from:

Restraining or coercing employees in the exercise of rights relating to organizing, forming, joining or assisting a labor organization for collective bargaining purposes, or engaging in protected concerted activities or refraining . . . from any such activity.

If you believe that every patient deserves a nurse . . .

If you believe that there is strength in numbers . . .