



MNA RESOLUTION #1

MNA OPPOSE RIGHT TO WORK LEGISLATION

Whereas Right to Work (RTW) is a misleading name prompting Montana Nurses Association (MNA) to accurately call it “No Rights at Work”;

Whereas the so called RTW laws undermine workers freedom to join together and have a meaningful collective voice in the workplace and further have been sold as an all-American protection of individual freedoms further misleading workers;

Whereas RTW laws are dangerous and actually restrict basic workers’ rights on the job;

Whereas RTW laws actually undermine the ability of workers to organize and have a productive impact in negotiations for better wages, working conditions, and benefits;

Whereas RTW legislation will weaken workers bargaining power, lower overall wages, stifle workers collective voice, increase workplace safety issues, reduce benefits of working people and lead to a damaged economy;

Whereas MNA has joined other MT labor unions, including public and private sector employees, forming the Montana Unified Coalition, banded together to stand up for working families and fight back against anti-worker bills in the 2021 legislative session;

Whereas the MNA formed and supported an MNA nurse member and MNA staff State Workforce Advocacy Team (SWAT) team to engage MNA membership in fighting back RTW, especially legislation targeting professional nurses collective bargaining rights by providing testimony, email comments, and phone calls; and

Whereas MNA, along with Montana Unified, were successful in fighting back anti-worker RTW legislation including HB251 introduced by J. Hinkle; Senate Bill 89 introduced by K. Regier HB; 168 by W. Mercer; and HB 469 (a direct attach on professional nurses and the 1967 Blue Eyed Nurses Bill) introduced by A. Regier, RN. These bills were a direct copy-and-paste of legislation being developed and pushed by out of state special interest groups; now, therefore, be it

*Resolved*, that MNA is very aware that the RTW fight is not over in Montana and coordinating with Montana Unified, and other national partners, MNA will prepare and expect RTW legislation to be introduced again in the 2023 Legislative session;

*Resolved*, MNA will continue to educate and fight utilizing best practices to defeat RTW for all nurses and all workers as RTW in MT would have a devastating effect on these nurses, workers, their families and communities; and

*Resolved*, that MNA will continue to strongly oppose all RTW legislation and communications, believing all workers have a right to fair wages, good working conditions, and good benefits, including professional nurses and their practice environments that support the nurses collective voice addressing staff and patient safety, high quality patient care, and wages/benefits.