

MNA 2020 Power Building Values, Vision and Direction

MNA Mission Statement

1. Promote the professional, economic, and personal well-being of nurses.
2. Uphold and advance excellence, integrity, and autonomy in the practice of nursing.
3. Advocate for quality care that is accessible and affordable for all.

MNA Purpose

The purpose of the Minnesota Nurses Association, a union of professional nurses with unrestricted RN membership, shall be to advance the professional, economic, and general well-being of nurses and to promote the health and well-being of the public. These purposes shall be unrestricted by considerations of age, color, creed, disability, gender, gender identity, health status, lifestyle, nationality, race, religion, or sexual orientation.

The MNA Board of Directors recognizes the urgency to build power for nurses to protect their profession, practice and patients. As such, the Board acknowledges that power rests with the nurses themselves and it is the nurses who make the union strong. Therefore, the Board directs the organization; staff, member leaders and members, to shift the work of the union away from tasks that are not prioritizing power building through an organizing model that engages the nurses directly in winning their struggles.

The following values and vision will help guide the work of MNA in building nurse power.

Values

Building Nurse Power

MNA is a democratic union and members set our priorities and direction. All MNA members, elected leaders, and staff are on the same team. Through organizing, we develop a shared understanding of where our power comes from and how we build it. Every role is important to our success.

- Members and staff understand that bargaining contracts, organizing non-union RNs, defending nursing practice, engaging community and public policy issues, as well as working on elections are all part of our strategy for building power for our members and the communities we serve.
- The MNA staff is diverse, inclusive, nimble, continually learning and respected for the whole human beings they are.
- Activating existing members and organizing non-union RNs in our region are critical to building power for nurses and patients. Expanding the power of working people is the only way to counter corporate power.

Grassroots Democracy

MNA is governed by grassroots member democracy.

- Members set the priorities and direction for our union and must be involved in the planning and execution of our strategic campaigns.

Health Justice

Protecting our patients, our practice, and the public's health is what drives MNA's priorities:

- As the leading voice for bedside nurses in Minnesota, we will ensure MNA members set the standards for nursing practice in our state; and
- MNA will fight for a patient-centered, high quality healthcare system for every member of our community; and
- MNA will be a leader in the fight against the corporatization of healthcare and the spread of profit-driven decision-making in the healthcare sector. Patient health is not a commodity!

Vision

MNA nurses will win bargaining, organizing, practice, issue and political campaigns by building more power.

- We will exert power over employers, thereby securing more workplace gains through our contracts.
 - This means that our contracts will protect and enhance the practice and profession of nursing, improve the economic standing of nurses, prioritize patient safety, and leverage the power of negotiations for the common good of the whole community.
 - We will build power in the political sphere, thereby securing more favorable legislation that benefits workers, nurses, patients and our communities.
- We will build power within the labor movement, leading Labor away from a transactional and reactive model toward truly transformational organizing that lifts all workers.
- We will exert power over the corporate system that pollutes, extracts from and exploits our communities and derives profits from the fragmentation of our society by race, gender and class.

MNA will build power by increasing our numbers, deepening our base of mobilized members, and spreading our values.

- We will build power by engaging nurses in deep, 1 to 1 organizing and leadership development with fellow nurses and members of the public around contract, issue, policy and external organizing.
- We will build power by more organized nurses fighting against the corporatization of healthcare.
- We will build power by a more mobilized membership with robust and permanent leader and activist structures to win exceptional contracts, protect nursing practice and care for our communities.
- We will build power by more members educating and mobilizing the public and elected officials around our values, building our ability to set the political agenda and narrative.

Adopted by the MNA Board of Directors February 2020